



LAW ENFORCEMENT TRAINING AND COMMUNITY SAFETY ACT

2024 ANNUAL SUMMIT

Land Acknowledgment





Agenda

Division Updates

Office of Independent Investigations

Office of the Washington State Auditor

Closing

**This meeting is being recorded.*



Division Updates



Advanced Training Division

Alex Buijs

LETCSA Program Manager



Division Updates

Acronyms Used in Presentation

ATD - Advanced Training Division

IIT - Independent Investigation Team

LETCSA - Law Enforcement Training and Community Safety Act

MMIWP - Missing and Murdered Indigenous Women and People

OII - Office of Independent Investigations

RCW - Revised Code of Washington

SAO - Washington State Auditor's Office (Office of the Washington State Auditor)

WAC - Washington Administrative Code

WSCJTC - Washington State Criminal Justice Training Commission



LETCSA Program Structure

Training Requirements

Divisions:

Basic Training Division

Applied Skills Training Division

Advanced Training Division

Requirements:

All LETCSA topics in the Basic Law Enforcement Academy (200 hours)

Patrol tactics, violence de-escalation, and mental health topics for incumbent officers (24 hours)

Cultural and community-centered topics for incumbent officers (24 hours), and independent investigation team (IIT) program



LETCSA Program Structure

Additional Information

ATD LETCSA staff are establishing an eLearning library for the additional 16 hours of training.

All certified law enforcement officers are expected to take 40 hours of LETCSA training every three years.

- Newly graduated incumbent peace officers must take LETCSA training every three years starting after their graduation date.

The two-hour online Crisis Intervention Training (CIT) may count toward the 40 hours of LETCSA training once per year per cycle for a total of 6 hours.

If you begin any of the LETCSA training, your three-year training cycle begins.



Available Courses in ATD

4010 - Law Enforcement and Society: Lessons of the Holocaust

2.5 credit hours
WAC 139-11-020 (2)(n)

4020 - The United States' Criminal Legal System

2 credit hours
WAC 139-11-020 (2)(r)

4030 - Effective Communication

2.5 credit hours
WAC 139-11-020 (2)(p)

4040 -LGBTQ+ Core Competency

2.5 credit hours
WAC 139-11-020 (2)(n)

4050 - Intro to the Historical Intersection of Race & Policing

3 credit hours
WAC 139-11-020 (2)(l)

4070 - People First: Awareness, Challenges, and Response

1 credit hours
WAC 139-11-020 (2)(q)

4080 - Diversity & Complexity of Asians and Asian Americans

1.5 credit hours
WAC 139-11-020 (2)(m)

4090 - Introduction to Indigenous Concepts and Culture

2 credit hours
WAC 139-11-020 (2)(s)

Select Open Sesame eLearning

Credit hours vary
WAC topics vary



ATD Course Completion Data

4010 - Law Enforcement and Society: Lessons of the Holocaust

**2,153
officers**

4020 - The United States' Criminal Legal System

**4,082
officers**

4030 - Effective Communication

**3,515
officers**

4040 -LGBTQ+ Core Competency

**4,003
officers**

4050 - Intro to the Historical Intersection of Race & Policing

**3,454
officers**

4070 - People First: Awareness, Challenges, and Response

**3,620
officers**

4080 - Diversity & Complexity of Asians and Asian Americans

**3,297
officers**

4090 - Introduction to Indigenous Concepts and Culture

**1,755
officers**

Select Open Sesame eLearning

**246
officers**



Upcoming Course Spotlight

Who are Sikhs? - WAC 139-11-020 (2)(m)

- Developed in collaboration with the Sikh Coalition
- Upon completion of this course, officers will be able to:
 - discuss the Sikh faith and community;
 - describe the Sikh identity and articles of faith;
 - illustrate the challenges Sikhs face; and
 - summarize best practices on how to interact with Sikh community members.
- Final stages of development
- Subscribe to LETCSA distribution list for updates



Independent Investigation Teams

Annual Best Practices Updates

After the 2023 LETCSA Annual Summit, the IIT Best Practices Guidelines proposed edits were adopted by the Commission at the December 2023 Commission Meeting.

At the December 2023 Commission Meeting, an ad hoc subcommittee was indefinitely established to participate in the annual IIT best practices review.

The ad hoc group's work plan states that, "stakeholder input is received until May 31 of the relevant calendar year. This is a hard deadline for the review to be considered at the September Commission meeting. Input may be provided to LETCSA staff at any point during the year."

Scan the QR code to view the entire work plan for the ad hoc group.



Independent Investigation Teams

2024 - Annual Best Practices Updates

During the annual review meeting, held on July 31, the ad hoc subcommittee reviewed submitted stakeholder input. They also requested edits to the best practices.

At the 2024 September Commission Meeting, the Commission adopted the proposed edits and the updated document went into effect immediately.

The documents from the September Commission meeting are available on our website.



Independent Investigation Teams

2024 - Annual Best Practices Updates

III. Procedures

B. Involved Agency Responsibilities

- Language was added to the public safety statement section that clarifies the statement will be taken if part of an agency protocol or policy.

E. Family Liaison Responsibilities

- Language was added that states an in-person family notification best practice is done in clothing other than their duty uniform. However, this must be permitted by the employing agency.
- Language was added to allow for family notification frequency to be waived or modified.



IIT Qualified Lead Investigator Certificates

2020 ▶ 3 certificates issued

2021 ▶ 152 certificates issued

2022 ▶ 153 certificates issued

2023 ▶ 68 certificates issued

2024 ▶ 39 certificates issued*

**Data as of 08/27/2024*



Community Involvement

Examples from 2024

Contracted with nonprofit and/or community-centered organizations to develop and/or review curriculum.

- Examples:
 - Innovations Human Trafficking Collaborative
 - Black Star Rising
 - Sikh Coalition
 - Asian Pacific Islander Coalition



Community Involvement

Examples from 2024

Attended various stakeholder meetings.

- Missing and Murdered Indigenous Women and People (MMIWP) Task Force - Criminal Justice Subcommittee - every other week
- MMIWP Annual Summit
- City of Seattle Community Police Commission
- Washington Association of County Officials Annual Conference - Sheriff's breakout training for newly elected sheriffs

Attended the Department of Justice (DOJ) Elder Abuse Initiative Summit

- Entered into an agreement with the DOJ

Collected stakeholder input on the IIT Best Practices Guidelines for the 2024 annual review.



Community Involvement

How to Participate

Recommendations and inquiries regarding curriculum development and collaboration are always welcome.

Review curriculum on First Forward (Acadis Network)

Participate in IIT Best Practices Guidelines annual review

Provide input during negotiated rulemaking (WAC 139-12)



Community Involvement

Independent Investigation Team Updates

- Update WAC 139-12
 - CR-101 filing
 - The SAO made several recommendations to WSCJTC about updating WAC 139-12
 - RCW 10.114.011 - "Any rules adopted by the criminal justice training commission must be consistent with chapter 43.102 RCW" (OII's RCW)
 - Additional edits from stakeholders
 - Negotiated rulemaking - "statutory stakeholders"
- Begin the 2025 IIT Best Practices Annual Update
- Update the conflict-of-interest form



Reminders

**LETCSA Annual Report released
just after the New Year**

**IIT Annual Attestations - the IIT
must train as a unit each year**

**Goal of June Commission
meeting for WAC 139-12 updates**



Questions?



Division Updates

Basic Training Division

Nadia Fiorini

BLEA Commander



Division Updates

BLEA Officers trained at Headquarters Campus since its inception:

**2257
recruits**

**78
BLEA classes**

have received LETCSA curriculum



BLEA Officers trained at Regional Campuses

Since the expansion of regional campuses:

112
recruits

4
BLEA classes

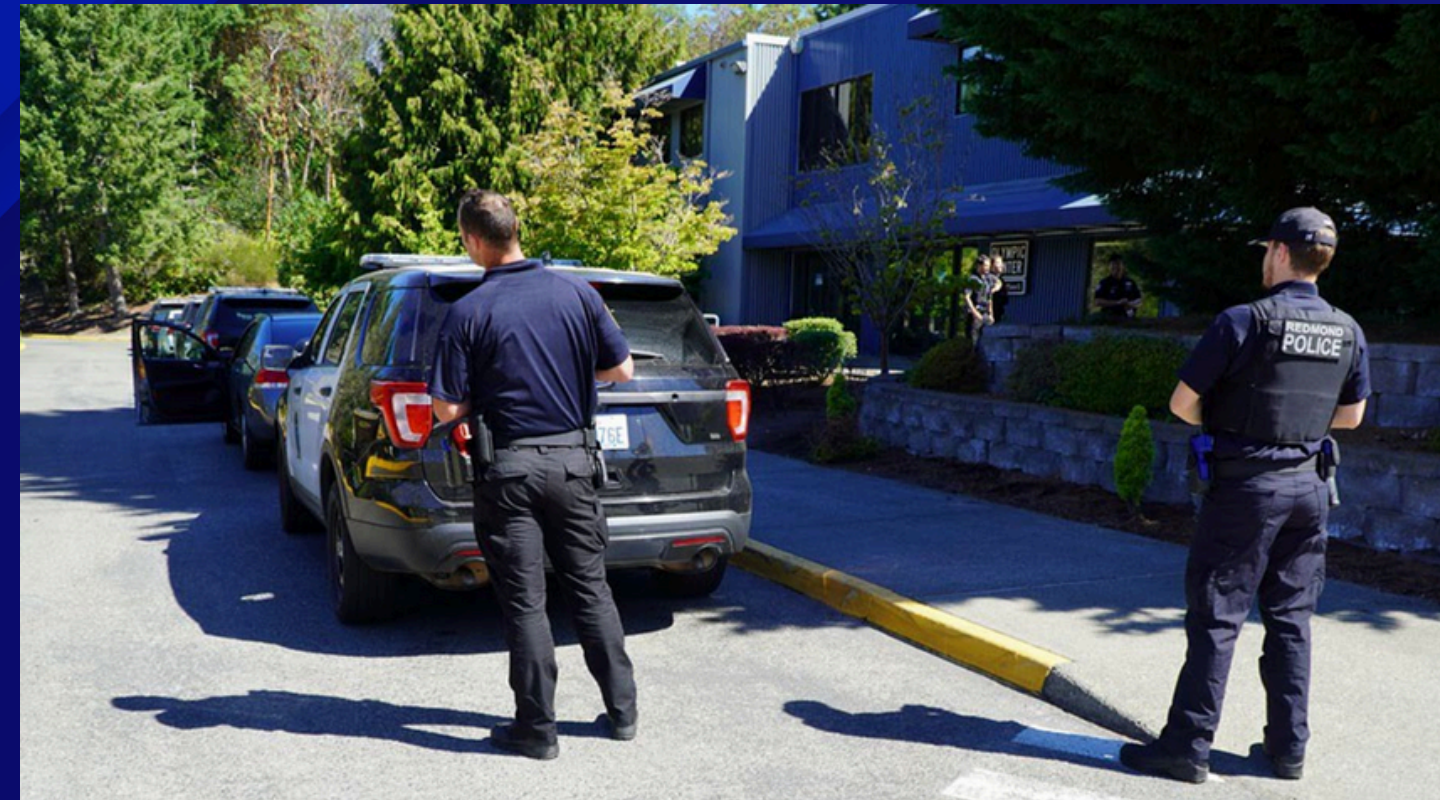
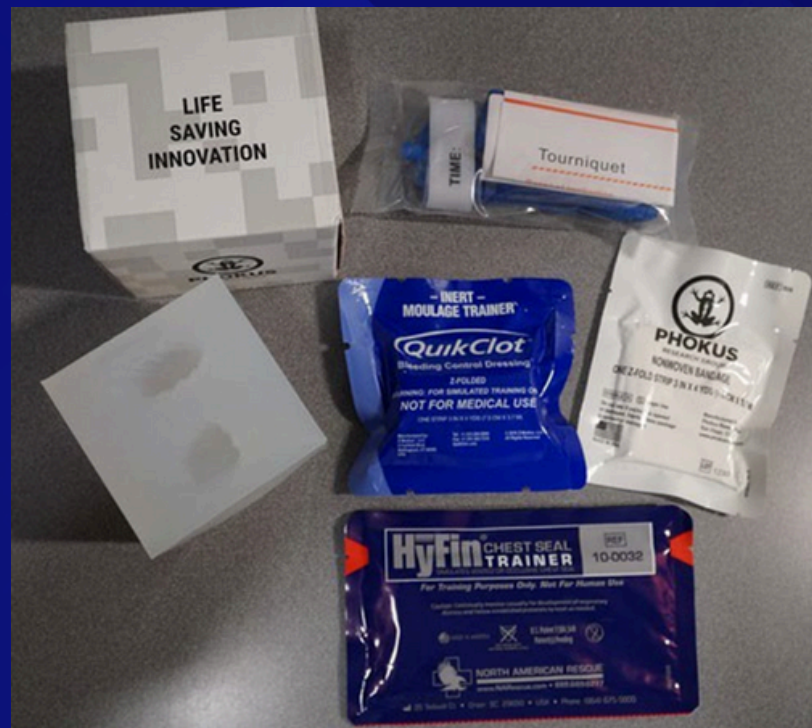
have received LETCSA curriculum



Ongoing Curriculum: Violence De-Escalation

Patrol Procedures Basic *354 hours*

- Integration of Patrol Tactics Basic skills with knowledge learned in the classroom into scenario-based training
- Distance, shielding, pace, communication
- First Aid / Critical Life Saving Skills
- Improved training equipment



Control/Defensive Tactics *104 hours*

- Nonlethal defensive tactics
- Alternatives to physical or deadly force
- Less lethal alternatives
- Integrating Team Tactics and multiple officer responses for increased safety



Ongoing Curriculum: Violence De-Escalation

Use of Force

Incorporated into Patrol Procedures Basic

- Integration of the AG Model Policy throughout curriculum and training
- “Good faith” standard
- Balance duty and preservation of life

VirTra

Incorporated into Patrol Procedures Basic

- Decision-making scenario simulator
- Cognitive exercises to recognize situational factors leading to alternative methods of resolution
- Alternatives to physical or deadly force



VirTra



Ongoing Curriculum: Mental Health

Preflex FIRST

Incorporated into Patrol Procedures Basic

- Neuroscience training for law enforcement
- Recognizing and mitigating the impact of implicit and explicit bias
- Micro-training blocks incorporated during skill practice and scenario training

Professional Ethics

4 hours

- Foundational principles of procedural justice
- Building trust and rapport



Preflex*FIRST*



Ongoing Curriculum: Mental Health

Substance Use Disorder *4 hours*

- Defining Substance Use Disorder as a disease
- Alternatives to jail, booking, and arrest
- Recovery within the community



Crisis Intervention Team *8 hours*

- Recognizing patterns of behavior
- Interacting with individuals in crisis



New Curriculum: Community Engagement

Interaction & Perception

16 hours

- Recognize implicit and explicit biases and learn how they impact behavior
- Gain awareness of the historical intersection of race and policing
- Gain awareness of the history of police interaction with LGBTQ+ communities
- Learn to have effective communication and interactions with:
 - Youth
 - Individuals who have experienced domestic violence, sexual assault, and/or human trafficking
 - Immigrant and refugee communities
 - Persons who have barriers to hearing/understanding
- Gain awareness of the systemic challenges facing indigent populations
- History of policing interactions with Native American communities



Questions?



Division Updates

Applied Skills Training Division

David Lett

Patrol Tactics Program Manager



Division Updates

Violence De-escalation Training Curriculum

Patrol Tactics Instructor

▶ 80 Hours

Patrol Tactics Instructor In-service Training version 1

▶ 24 Hours

Patrol Tactics Instructor - Recertification Training

▶ 24 Hours

Patrol Tactics Instructor In-service Training version 2

▶ 24 Hours



Patrol Tactics Instructor Training Syllabus

WAC 139-11-020	De-escalation = Use of Distance, Shielding = Time, to control the pace of an event to increase the likelihood of a favorable outcome for all parties involved.
Reasonable Care	Traffic Stops
Safety Priorities	High Risk Traffic Stops – Slowing the Pace / Critical Life Saving Skills
Principles	Person Contacts – Slowing the pace / Person in Crisis
Human Performance under Stress	Structure approaches, Clearing
Emotional Intellegence	Skill Mapping and Applied Skill Practice/Training
Handcuffing Techniques	Legal Authority (Legal Updates)
Critical Life Saving Skills - WAC Review	Academic and practical exams/testing/evaluations



Patrol Tactics Instructor Recertification

- Review of topics included in the Primary Patrol Tactics Instructor training.
- Recertification is based on a new curriculum for the 24-hour in-service.
- Recertification includes updated scenarios, topics and any legal updates.



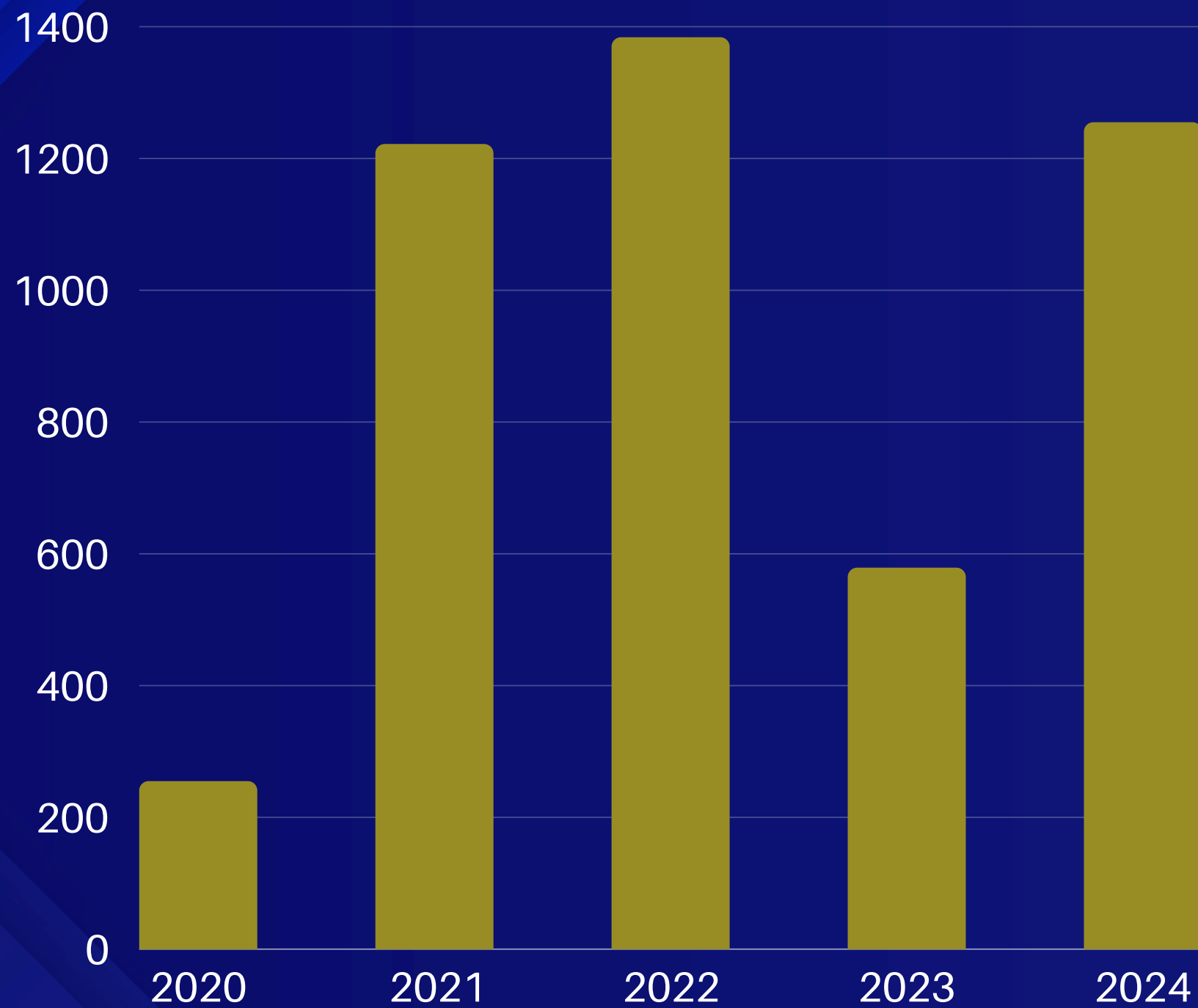
Patrol Tactics In-Service Training For All Certified Peace Officers

- ▶ **WAC Review**
- ▶ **Legal Updates**
- ▶ **Introduction to the 5 Principles**
- ▶ **Emotional Intelligence**
- ▶ **Handcuffing**
- ▶ **Applied Practice Sessions**
- ▶ **Critical Life Saving Skills**
- ▶ **Traffic Stops**
- ▶ **High Risk Traffic Stops**
- ▶ **Person Contacts**
- ▶ **Behavioral Health Crisis**
- ▶ **Practical Scenarios**
- ▶ **Written Exam**
- ▶ **Less-Lethal Options**



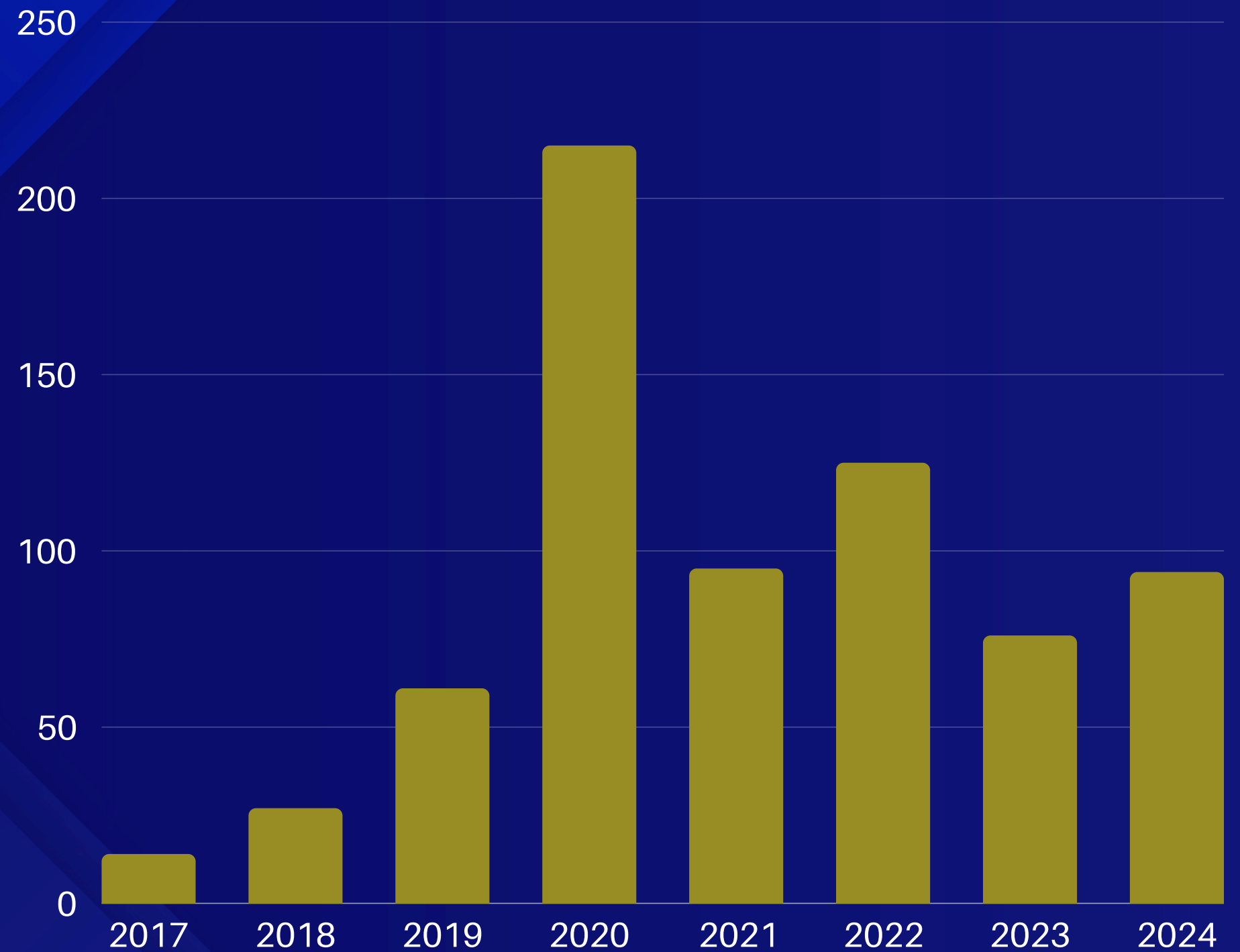
Year	Number of Officers Trained During Patrol Tactics In -Service
2020	255
2021	1222
2022	1384
2023	579
2024	1255
Grand Total	4695

Certified Peace Officers that have Received In-service training on Patrol Tactics



Year of Training	Number of Instructors Trained
2017	14
2018	27
2019	61
2020	215
2021	95
2022	125
2023	76
2024	94
Grand Total	613

Total Number of Instructors trained to deliver the 24-hour In-service curriculum



Planning

- ***Addition of 3 active Regional Training Hubs***
 - Wenatchee
 - Southwest Regional Academy (PTI Course Training Center 2025)
 - Tacoma

- ***Curriculum Review and Revision***
 - CJTC Policy and Curriculum Review (CJTC Curriculum Development Team)
 - CJTC Policy and Accreditation (CJTC Accreditation Team)



Planning

- ***Regional Training Hubs reclassification are regionally located full-service training centers***
 - Fully resourced with all training equipment
 - Can host regional 24-hour in service training
 - *Can host Regional Patrol Tactics Instructor (PTI) Training (Moving to Regional Academies 2025)*
 - A local resource center for small agencies hosting their own training can check our supplies and equipment.
- ***Patrol Tactics Instructor (PTI) Course Training Centers 2025***
 - Northeast Regional Campus (Spokane)
 - Northwest Regional Campus (Skagit)
 - Southeast Regional Campus (Pasco)
 - Southwest Regional Campus (Vancouver)



Questions?



Division Updates

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THANK YOU

