

**INDIANA LAW ENFORCEMENT ACADEMY**

# **End-of-Year Report 2015**



# End-of-Year Report January 1 – December 31, 2015

## ILEA Projects and Accomplishments

This past year was marked by some very significant dates and events. 2015 was the 40th Anniversary for the ILEA facility in Plainfield. A 40th Anniversary Celebration was held in November at which time many previous employees returned to the Academy to attend the ceremony. Guest speakers cited significant events and many old friendships were rekindled. The Indiana Law Enforcement Academy Associates (ILEAA)—the Academy Alumni Association—also obtained some additional support through the ceremony and a commemorative brick project was announced.

The year also saw Lt. Governor Sue Ellspermann present one of the graduation addresses and Governor Michael Pence is schedule to present a graduation address in 2016. The director of Indiana's Department of Homeland Security, David Kane, presented one of the Tier II graduation speeches and the Tier II basic classes hit all-time highs after several hospital police departments were established in the state.

Other major accomplishments included the repaving of the EVO track through a cooperative arrangement with the Indiana Department of Transportation. A replacement of a hot water tank, and an effort to repair a main boiler was initiated in 2015 and will continue into 2016.

AVA (Augmented Visual Abilities) equipment was installed in Classroom 32A through a grant. This equipment and program are all part of an effort to make officers safer when responding to active shooter scenes.

The AVA equipment projects scenarios on three screens that surround an officer. The officer has a laser equipped weapon and attempts to engage multiple adversaries in a dynamic training experience. This system has proved to be beneficial in increasing firing accuracy and decreasing response time.

The Academy also undertook and completed its most comprehensive Job Task Analysis (JTA) ever in 2015. This project, made possible through a grant, validates and helps update the training curriculum presented to basic and in-service officers within the state.

As has been the case in the last several years, funding for daily operations and maintenance remains an issue. The Academy is still hopeful that the first steps can occur towards establishing a more stable Preventive Maintenance Fund and towards planning for a "Hogan's Alley" training facility as well as planning for a dorm room addition which will reduce room occupancy from three down to two students in a single room.



## Basic Course

Student attendance numbers are still elevated for the basic class with all classes during the year maxing out at the 150 limit for physical fitness assessment testing at the beginning of each



2015 saw an unusual demographic in which the number of female officers attending the basic course increased compared to recent years.



s e s s i o n .  
Staff members produced two videos during the year—now posted on the Academy's website—directly related to the physical fitness assessment, titled "Fitness Testing Protocol" and "How to Improve your Pushups and Sit-ups"

The new AVA system was used during the year to help problem shooters qualify. This was accomplished by photographing the ILEA range and reproducing those scenes in the AVA classroom. Students then practiced shooting from various yard lines using the laser equipped weapons. The use of the AVA system will again be expanded in 2016.

Completion of the basic course during 2015 was a challenge because the number of EVO vehicles available for training was insufficient.

Through vehicle contributions by local departments, training was completed, but future strategies are needed to provide a sufficient number of vehicles for training.



The Physical Tactics department has completed a review and update of its curriculum after some new instructors were rotated into those positions. Of importance was a new decision-making drill which helps basic students apply use of force concepts while fatigued and under stress. New student handouts and PowerPoints were incorporated into the course as were new videos showing current street situations that officers may encounter in 2016 and beyond. All these were considered important in a post-Ferguson era.

The basic class also saw replacement of the Kindle tablets with Galaxy tablets. The Kindles were somewhat limited and were beginning to breakdown at a rate at which repair and replacements could not be maintained. The Galaxy tablets have expanded capabilities and are much more user friendly.

## In-Service Training

Two staff members were involved in a new effort concerning leadership training. One was sent to a two-week leadership school presented by the Indiana Department of Corrections and the other began developing a leadership in-service school. With post-Ferguson conditions effecting every aspect of training, it was felt that strong leadership and ethical skills were a few of the next-steps necessary in law enforcement.

A challenge facing the In-service Training Department and the Media Center is the loss of the platform for providing online training to Indiana's officers. The Academy has previously provided this online training through a software named "Adobe Connect" through a cooperative agreement with the Indiana Department of Emergency Management (IDEM). IDEM is discontinuing the use of Connect and the Academy must find a new method to provide these training modules to officers via the internet.

The in-service department sanctioned 283 Pre-basic Courses in the state during the year for newly hired officers and reserve police officers. The department also provided 11 Instructor Development courses with 220 new instructors graduating.

Lt. Beck reported that seven new Master Instructors were certified during the year with 3 more expecting to be certified in 2016. Likewise, there have been 8 officers already enrolled in the Senior Instructor course for 2016.

## The Support Staff

The IT section coordinated the removal of the office and storage room in 2015 in the computer lab. The added space was then wired to accommodate 10 additional laptops with hookups to the computer lab printers. The IT section also installed a digital welcome and information sign near the building entrance. All of the equipment for running the sign was found at State Surplus and cost the Academy nothing. The IT section was also able to install dual monitors to improve efficiency in the Records, Registrar and Business offices.

The Psychological Services department provided counseling for 33 individuals, 4 couples, 3 officers (referred by their departments) and 8 police administrators. Seven presentations were also made by Dr. Whitesell to outside entities during the year. A new program was developed to deal with "The Individual Aftermath of Traumatic Experience."

As mentioned, the Media Center is investigating new ways to present in-service training online. Also of consequence, the Media Center repaired the Academy telephone system during the year from parts found at State Surplus but stresses that this is only a temporary solution. A new system is needed to replace a system that is no longer supported through vendors.

## The Executive Staff

2015 was a year of promotions and hiring. Those promoted were: Will Baker to Maintenance Supervisor, Damon Gastineau to Maintenance Repairman 2, Sheryl Myers to Purchasing Administrator and Shelby Hughes to Account Clerk.



*Will Baker*

*Damon Gastineau*

*Sheryl Myers*

*Shelby Hughes*

Because of these promotions, several positions opened or were previously open. Jennifer Harlan was hired as a custodian, Jim Craig was hired as a Maintenance Repairman and John Ramos was hired as a Law Enforcement Training Specialist (LETS).



*Jennifer Harlan*

*Jim Craig*

*John Ramos*

Dr. Paul Whitesell was transferred to a LETS position where he will pick up additional teaching duties. Lt. Robert Black retired after more than 25 years of service to the Academy. He had previously retired from Valparaiso P.D. before coming to the Academy.

The Law Enforcement Training Board (LETB) again began using a committee system to become more involved in policy areas for training Indiana's law enforcement officers.

The annual Training Coordinators' Conference was again held in November. It is likely that a different arrangement will need to be investigated for the coming years as this year's attendance nearly maximized Classroom 2's capacity. As in the past, this year again surpassed previous years for vendors, classes and participation.



## A View to the Future

A new five year Strategic Plan will be initiated in 2016. The Law Enforcement Training Board will be significantly more involved in designing the next Strategic Plan through its new committee system. This new committee system will also be used for investigating if training statutes or administrative rules need to be modified, developing future curricula researching and Best Practices.

The Academy will also be investigating several new strategies for funding in the coming years.



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