

DVD Facilitation Skills Training

The Supervisor's Role in Training - Line-Up Training Program

Watch commanders at law enforcement agencies often use 15-20 minute line-up training sessions at the start of a shift to train officers to comply with departmental policies related to a variety of critical tasks. The watch commander has discretion over the topic selection, which is not standardized throughout the department. The attention of trainee officers is often split between training and other business of the day. There are no specific instructional goals, strategies, nor methodologies. Line-up training results are seldom measured or verified.

These delivery conditions are different than requirements for POST-certified courses. In order for line-up training to obtain the status of or be equal with other certified training, new levels of accountability for topic selection, instructional design, and training effectiveness must be established. The POST "Line-Up Training Program" training sessions achieve this need, and may be used as a vehicle to satisfy state-mandated continuing professional training (CPT) requirements for officers and dispatchers.

The POST Line-Up Training Program offers a standardized approach to line-up training that is delivered using digital versatile disc (DVD) technology in small groups settings. The Program motivates instructors and students by allowing the group to control the pace and intensity of the learning experience while meeting state standards. The use of DVD as a delivery platform opens new paths for control of topic selection, instructional strategies, and training methodologies.

Five key elements of the POST Line-Up Training Program are:

1. Uses the latest digital technology to deliver superior quality video-based interactive training programs.
2. Allows POST CPT credit to be earned in 20-minute increments that may add up to multiple hours of CPT credit.
3. Provides training resources that standardize line-up training statewide.
4. Supports a new triad among the State, local agencies, and individual officers in fundamental areas such as ethics training.
5. Supported with existing POST Telecourse video resources.

An audience of veteran officers or dispatchers gathered for short training sessions presents unique design challenges for effective instruction. Incorporating interactive discussions designed around job-related scenarios that engage personnel in practical solving exercises improves the effectiveness of line-up training. The job-related training sessions engage officers and dispatchers in the debate of ideas, challenges their values, and encourages contribution of wisdom based on experience. Topic selection may include officer safety, enforcement of the law, seizure of evidence, tactical response, use of force and ethical decision making.

The First Step: Supervisor Training

POST has developed a train-the-trainers workshop for first-line supervisors and dispatch supervisors who wish to implement the Line-Up Training Program at their local agency. The 16-hour "DVD Facilitation Skills Training" workshop provides an overview of the training program, facilitation techniques, sample group interaction methods, techniques for engaging officers and dispatchers in training, and the importance of adhering to local agency policy and procedure. The workshop will include:

- An overview and samples of POST DVD-based training programs.
- A ten-step method for facilitating video programs in a group setting.
- Develop individual style facilitating video training.
- Interaction with law enforcement personnel experienced in delivery a variety of DVD-based programs.

Instructors will receive Line-Up Training Program support materials (DVDs and manuals) upon completion of the workshop. Those who complete the workshop will be eligible to teach the new Line-Up Training Program at their agency. Agency officers and dispatchers who then participate in-house training sessions may earn 5 hours of CPT credit per DVD program.

Available statewide and free of charge to POST agencies, the train-the-trainers workshop is certified as a Plan IV reimbursement course and participants will receive 16 hours of continuing professional training (CPT) credit. Agencies interested in implementing the Line-Up Training Program and participating in the supervisors' workshop can learn more online at www.nvccjtc.org/nvcdvdfacilitatortraining.html or contact workshop coordinator Virginia Tomek at Napa Valley Criminal Justice Training Center, (707) 253-3255.

Line-Up Training Program - *On the Edge Training Series* DVD Titles

Officer Safety	(Multimedia DVD #143 - released 2002)
Criminal Law/Search and Seizure*	(Multimedia DVD #142 - released 2002)
Tactical Training	(Multimedia DVD #144 - released 2003)
Criminal Investigation	(Multimedia DVD# 141 - released 2003)
Dispatcher Training, Vol. 1	(Multimedia DVD #149 - released 2006)
Dispatcher Training, Vol. 2	(Multimedia DVD #160 - released 2006)
Ethical Use of Force	(Pending)
Pursuit Driving	(Pending)
Building Law Enforcement Image	(Pending)
Dispatcher Training, Vol. 3	(Pending)
Terrorism Update	(Pending)

*Includes a bonus "Legal Commentary" DVD.

All Line-Up Training Program DVDs offer five (5) hours of CPT credit. Supervisor/facilitator training and agency course certification must be completed prior to using the Line-Up Training Program DVDs for credit. Visit CPTN online at www.post.ca.gov/training/cptn for more information.