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# THE POST DISPATCH

THE LATEST NEWS AND UPDATES FROM  
COLORADO POST

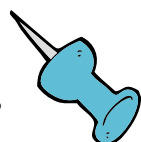
LETTER FROM THE DIRECTOR

## Instructional Methodology Redefined

Over the last couple weeks, POST's new Curriculum Designer, Gwen Burke, and I conducted outreach events across the state to receive feedback on the new Instructional Methodology course POST is creating. You might have heard about the complete redesign we are undertaking for the academy curriculum. It will result in a unified statewide curriculum where recruits will be exposed to concepts multiple times throughout the academy, instead of the current "one and done" method. Classroom learning will be reinforced with scenario-based learning that closely replicates actual calls and situations the recruits will face in the field. Following the best scientific principles, we are going to use groups with a large variety of perspectives, from urban and rural, small and large, police departments and sheriff's offices, from across that state to create the new curricula. Subject matter experts, field training officers and first line supervisors are crucial to this effort.

*Are you interested in serving on one of the vital teams for improving academy curriculum? Contact*

*[Gwen.Burke@coag.gov](mailto:Gwen.Burke@coag.gov) or  
[Erik.Bourgerie@coag.gov](mailto:Erik.Bourgerie@coag.gov) for more  
information!*



In order to be truly effective, a new science-based curricula requires new science-based instructional methodologies. Lecture, also known as "sage on a stage," when combined with note taking and reading assignments, results in some short-term knowledge transfer. However, having students actively engaged in their learning process, results in a deeper understanding and better future application of the knowledge. Our new academy instructors need to be experienced to confidently lead an entire class of recruits to find the right answer through facilitated discussions, problem-based learning and small group exercises, just to name a few. Doing this successfully requires unique and important skills. As a lifelong student and instructor, I have used the "sage on a stage" model for decades. And I'd like to think that for

someone who is inherently an introvert, I've made my classes interesting and fun (for the most part, anyway). I've always strived to engage with the class, whether they are recruits or the executives of law enforcement agencies, with varying degrees of success. Over the last year or so, I have tried to base my presentations on the active learning model described above. Even though I am new to this type of instruction, and I can't say that I am very good at it yet. I believe the courses have been received well, and the students have truly learned the material and will be able to apply it long term.

**In June 2021, the POST Board voted for the creation of a new instructional methodology course to support the academy redesign.** POST has hired a vendor to create the course, which we hope to start rolling out in a year or so. This brings us back to the outreach events Gwen and I had around the state. We know we need the new Instructional Methodology course. The question now is, **which academy instructors should be required to take it?** It has long been a requirement that skills instructors (arrest control, driving, firearms) had to take the current Instructional Methodology course, but academic instructors did not. As we roll out the redesigned academy, it is obvious that academic instructors need to have the new Instructional Methodology course. But should everyone who teaches in the academy setting be required to complete it? What about those people who may only teach 4 hours during the entire academy? Should this requirement extend to DA's and

Doctors who teach certain portions of the academy?

**This is exactly the feedback that we need from you.** If you have ideas on who should be required to take this new Instructional Methodology course, or if there should be some type of exemption, please contact me at [erik.bourgerie@coag.gov](mailto:erik.bourgerie@coag.gov). This feedback will result in a proposal that will be submitted to the POST Board for discussion at the March 14 Work Session.



*ATTORNEY GENERAL PHIL WEISER'S REMARKS*

## Mindsets of 21st Century Policing

One of the top priorities at POST is improving the In-service training and law enforcement training academy curriculum. To help us advance this work and support our very hard-working and dedicated POST Director Bo Bourgerie, we hired POST Deputy Director Ron Ryan whom some of you might already know from his time as Pitkin County Undersheriff. We also hired Lead Curriculum Designer Gwen Burke. Bios for both Ron and Gwen had been published in the past issues of the [POST Dispatch](#). We are thrilled to have them on our team!

In one important foundation, we did an inventory of basic job tasks of an entry level peace officer. That job task analysis will help us ensure that we cover all of the essential elements of policing in the redesigned curriculum.

We are also committed to ensuring that this **curriculum helps instill the mindsets critical to success in law enforcement.**

Last spring I had the chance to talk about them at the Glenwood Springs Colorado Mountain College graduation. You can [read the whole speech](#) for more of the context, but here are **the key mindsets that the POST Board has identified as core to 21st century policing:**

1. Prioritizing respect for life in all encounters;
2. Reducing, preventing, and managing behaviors associated with conflict;
3. Demonstrating respect for, and commitment to, the rule of law;
4. Recognizing that the primary goal of policing is to promote safe communities through crime prevention and community policing;
5. Displaying respect for all;
6. Engaging in ethical decision-making and problem-solving;
7. Using effective communication
8. Developing community awareness and knowledge;
9. Taking officer wellness seriously; and
10. Possessing situational awareness.

The next several years will be crucial in making progress on this work. One feature of our envisioned approach is that we are never done. Notably, once a new training module is developed, we will be in a position to allow other academies to test it out and offer feedback. In that respect, we will enable an opportunity for continuous feedback and learning, helping us improve the curriculum. This means that **the academy redesign project is a not a one-time change, but a change in philosophy allowing for ongoing improvement.** Therefore, we will continue to advance our curriculum as opportunities arise and community members develop suggestions for improvement.

#### COMPLIANCE

## Compliance Is Not a “Dirty” Word

With a heavy heart POST is saying “goodbye” to the Compliance Manager Cathy Rodriguez, who left to serve on the Colorado Parole Board. Cathy has been at POST since 2018, and during her time here established strong relationships across the state to help improve compliance with POST standards. She handled investigations, revocations, and appeals until an investigator was hired in 2020. Cathy oversaw certification, academies, and Subject Matter Expert committees, among many other duties. She implemented 24-31-305(2.5) by creating processes, forms, presentations, and conducting education and outreach. Cathy also assisted in implementing SB20-217. She designed and

improved many processes and policies, including inspection reports, injury reports, academy metrics, POST Rule, SME policy, academy application and reapplication, and countless forms. Cathy navigated two independent CBI audits and ensured POST became compliant. She especially enjoyed hands-on work with the team joining in inspections, investigations, proctoring exams, and attending SME meetings.

**Cathy's favorite mantra for academies was, "Compliance is not a dirty word," because compliance is based on trust!**



As you can see, Cathy has done a lot of great work at POST and statewide. While she will be missed (not just for her professional achievements), we are glad Cathy continues to grow and serve Colorado in meaningful ways.

In the meantime, there will be some reorganization happening in Compliance so stay tuned for the updates!

#### TRAINING

## POST Mandatory Training



Throughout the year POST staff receive a lot of questions about training requirements for law enforcement officers in Colorado. All officers must complete Rule 28 on yearly basis and § 24-31-315, C.R.S. every five years. **Rule 28 or In-service training** is mandatory for all certified peace officers

who are currently employed, including full-time, part-time, and reserve. Officers must complete 24 hours of training, of which a minimum of 12 hours must be in the area of perishable skills (arrest control, driving, and firearms), with at least one hour in each perishable skill category. Here are some examples of **perishable skills training**:

- Arrest Control-live or simulator exercises and scenarios, classroom discussion followed by interactive scenario events. Arrest control fundamentals, agency policies and/or legal issues;
- Driving-behind-the-wheel or simulator training, classroom discussion regarding judgment/decision making in driving, agency policies and/or legal issues;
- Firearms-live or simulator exercises and scenarios, firearms fundamentals, use of force training or discussions, classroom training requiring student interaction and/or decision making, classroom discussion on agency policies and/or legal issues. Firearms qualification alone is NOT sufficient to meet this mandate!



The **§ 24-31-315, C.R.S. trainings** to be completed during a five-year cycle:

- Anti-bias training, 4 hrs.;
- Proper Holds and Restraints training, 4 hrs.;
- Community Policing/Community Partnership training, 2 hrs.;
- Situational De-Escalation training , 2 hrs.;
- Murdered and Missing Indigenous Relatives training, 1 hr.;
- Interactions with People with Disabilities training, 1 hr.



When an officer completes the last class, the new five-year cycle will start over. For instance, if an officer completes all six training courses in three years, that is when the new five-year cycle starts again.

## GRANTS

# Closing on FY24

A new grant year is quickly approaching, meaning it's time to look at current numbers, and ensure we are on the right track of supporting law enforcement agencies and their training needs. To date:

- 37 classes were held throughout the state, paid for by the POST Training grant. It resulted in a total of 667 peace officers trained;
- 330 peace officers received scholarships;
- 9 agencies were funded through The Rural and Small Agency Academy Scholarship Grant Program to send 12 cadets to a law enforcement academy;
- 25 scholarships have been awarded for peace officers to attend DU's Public Safety Leadership Development course.
- More than 37% has been reimbursed to grantees, and we are still counting!

As we close out the FY24 grant year, the next round of **applications will open on March 1st, 2024, and close on March 31st, 2024.** Interested to participate in one of our grant programs?

**See the infographic on the right for tips on how to make your application stronger!** If you would like to save it for future reference, just hover over the image and click for a PDF copy.

# POST Grants General Application Tips

Applications are accepted each year from March 1 – 31st for the next grant cycle (July 1 to June 30th). An exception is the Public Safety Leadership Development Grant and the Very Small Agency Backfill Program.

## Capital Improvement Training Program

- Designed to improve law enforcement training facilities in Colorado.
- Projects contributing to region-wide initiatives will be prioritized.
- Must benefit Colorado employed peace officers.
- Eligible expenses include shooting range and drive track upgrades and improvements, training facility improvements. Requests for equipment will be denied.



## Rural & Small Agency Academy Program

- Grant may not be used toward a cadet already enrolled in an academy.
- Only tuition costs are eligible for reimbursement (required credit hours X credit hour rate). Additional academy fees, including but not limited to housing, book costs, athletic fees, etc. are not eligible for reimbursement.
- Must provide cost of tuition at time of applying.



## Regional & In-Service Grant Programs

Training equipment is an allowable expense. Examples include, but are not limited to, the following:

- Simulators and utility trailers;
- Mats, protective gear, simunitions, training ammunition, taser cartridges;
- AV equipment, classroom improvements;
- Arrest control equipment;
- Range/track improvements.



## A New Administrative Coordinator Joins POST

**Chris Cooper:** I am a native Coloradan, growing up in Southwest Denver, my home has always been in the metro area. I spent almost 20 years in Eastern Colorado and am happy to be back along the front range.

I come to POST with more than 18 years of experience in law enforcement, AA in Business Administration and a BS in Leadership and Organizational Studies. Outside of work I enjoy spending time with my hubby, Dave, my new grandson, Arthur, my dogs, Gracie and Olive, knitting, and officiating high school swimming. Everyone at POST has been so welcoming and I am grateful to be part of this great team!



### POST BOARD HIGHLIGHTS

## December 1st Session

At the December POST Board meeting, the Board said “farewell” to four departing Curriculum Subject Matter Expert Committee members, and approved a revision to the academy Arrest Control Tactics curriculum removing references to Excited Delirium, replacing it with a focus on first aid and transfer to medical care of subjects who are in custody, and law enforcement’s role in violent encounters with subjects in altered mental states or

medical emergencies. The Board also approved updates to the Basic and Reserve law enforcement training academy (LETA) curricula.

The Board granted one appeal hearing, denied one appeal hearing, and tabled one appeal pending additional information. Five POST certifications were revoked for felony criminal matters, three for misdemeanor criminal matters, and three for findings of untruthfulness. One POST certification was suspended for five years for failure to intervene.

A subcommittee of the Board was formed to explore the development of a matrix to guide future certification suspension recommendations, the Board delegated authority to the Director to file exceptions as part of the Administrative Hearing process, and the Board was presented with, and approved, guidance documents for the new anti-hazing requirements for LETAs. Minor changes to the Academy Renewal Policy were adopted and the Board received briefings on the Academy Redesign project, proposed legislation for Military Police reciprocity for provisional certification, actions of the Academy Subcommittee, and the outcomes of previous appeal hearings. Monte Vista Chief of Police George Dingfelder was unanimously re-elected by the Board as Vice-Chair.



**FOR NEWSLETTER  
INQUIRIES**

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