

2017 Education & Training Annual Report

NOPD agrees to document all training provided to or received by NOPD officers, whether required or otherwise. Officers shall sign an acknowledgment of attendance or digitally acknowledge completion of training. NOPD shall report training delivered and received annually. This report shall include a:

Description of each course, including a summary of the subject matter; the duration, date and location, the name of the instructor, and the number of persons who completed the training; and

Listing of all officers who completed in-service, recruit, specialized, or elective training; and

Listing of officers who did not complete required training and the corrective action taken for each officer.

[Consent Decree ¶288]

Annual Report

In 2017, the Academy made great strides toward full compliance with the Consent Decree. In November 2017, the Academy was the subject of a public hearing held in the United States District Court for the Eastern District of Louisiana. Remarks from the federal monitoring team and from Judge Susie Morgan were very positive. Lead monitor Jonathan Aronie noted that he had observed “a tremendous improvement in nearly all aspects of the Academy over the past year.”¹ Mr. Aronie attested that progress had been made in each of the major categories that comprise the Academy’s learning environment: the curriculum, the personnel, the instruction, the facility, the processes, and the students.

The Academy’s curriculum was the subject of intense focus from the monitoring team in 2017. Monitors reviewed lesson plans for recruit and in-service training and by the end of the year had approved more than 95% of lesson plans. The monitoring team also evaluated the personnel and their manner of instruction via regular classroom observations. Academy leadership conducted their own observations in addition to yearly instructor evaluations, which were reviewed by the monitoring team. The lesson plan reviews checked for inclusion of key reform principles across the recruit and in-service curriculum, including elements of community policing, bias free policing, and peer intervention. The Academy assigned a dedicated instructor to deliver a course devoted to the Department’s peer intervention program, EPIC (Ethical Policing Is Courageous). In addition to

¹ “Opening Remarks of Lead Monitor Jonathan Aronie at 13th Public Court Hearing Regarding The NOPD Consent Decree.” <http://nopdconsent.azurewebsites.net/Media/Default/Documents/2017-11-16%20JSAronie%20Opening%20Remarks%2013th%20Public%20Court%20Hearing.pdf>

delivering the course to all recruits, the instructor provided the training to officers across the Department, working toward the goal of training 100% of officers by Spring 2018.

The Academy's facility was vastly upgraded in its move to a newly renovated building with enhanced learning spaces, including a state-of-the-art computer lab and enlarged and improved spaces for tactical exercises. The facility provides more opportunities for instructors to utilize "smart" technology, incorporating interactive elements into their teaching. Academy staff have also worked to streamline processes and improve documentation of training and attendance.

The Academy graduated 90 new officers across four recruit classes. Academy staff also provided regular sessions of core in-service, supervisor in-service, and command staff in-service, along with specialized training for detectives, FTOs, CIT-certified officers, and others in specialized roles. The Academy has continued to focus on delivering engaging, interactive, and timely instruction to all recruits and commissioned officers. Full descriptions of all courses for recruit, in-service, specialized, and elective training can be found in the 2017 Annual Master Training Plan (Appendix A). A listing of all officers along with their training records can be found in Appendix B.

In 2018, the Academy will continue striving to achieve full compliance with the Consent Decree. The Academy remains focused on ensuring all personnel receive top quality instruction in a collaborative and engaging learning environment and that the curriculum is tailored to meet officers' specific needs. Academy staff have been collaborating closely with the NOPD Compliance Bureau and the Office of the Consent Decree Monitor to build upon 2017's success and continue improving NOPD's training.

Data Overview

Training Type	Number of Officers Who Completed	Percentage of Required Officers Who Completed
Recruit Basic Training	90	N/A
Core In-Service	1004	99.6%
Supervisor In-Service	227	99.6%
New Supervisor Training	37	100%
Detective In-Service ²	158	91.9%
New Detective Initial Training	62	100%
Command Staff In-Service	29	100%
Firearms Qualifications	1106	99.9%
Driving Training	1102	99.4%
Field Training Officer (FTO) Certification	7	100%
Field Training Officer (FTO) In-Service	64	100%
Crisis Intervention Training (CIT) Certification	66	100%
Crisis Intervention Training (CIT) In-Service ³	96	93.2%
Ethical Policing Is Courageous (EPIC) 101	430	N/A

² The implementation of the Detective job title in NOPD's personnel system has enabled more accurate tracking of which officers are required to complete Detective training. Of those who did not complete the training in 2017, every officer who is now categorized as a Detective has completed the 2018 Detective In-Service.

³ The officers who did not complete CIT In-Service in 2017 were instructed to attend a make-up session offered in January 2018. Six officers completed the make-up session, while the seventh did not attend and lost his CIT certification as a result.