

Metropolitan Police Department

Nashville-Davidson County, Tennessee

Training Academy



Lateral Police Curriculum

Ethics, Law, Community & Fitness

Introduction

The Metropolitan Police Department Training Division is a highly structured organization whose operation is guided by law, policy, procedure, rules and regulations, and the Police Officer Code of Ethics.

Consistent with the Department's Mission, the primary role of the Training Division is the operation of a Police Training Academy where, through the training of officers in law, ethics, fitness, and community service, the highest level of professional law enforcement performance is achieved. A basic police-training program is the foundation upon which the career of all officers begins.

The basic/lateral police-training program is guided by minimum requirements established by the Peace Officer Standards and Training Commission, the governing agency of law enforcement training on behalf of the State of Tennessee. The Metropolitan Police Department's commitment to the citizens of Nashville demands that only the highest caliber individual serve as a Police Officer. Under the guidance of a committed chain of command, the goal of building a professional team of officers is entrusted to the staff of the Police Training Academy.

The staff of the Academy provides the basic/lateral police training program to those candidates who have completed the rigorous application process. The basic/lateral training program is designed to challenge the trainee-both mentally and physically. The curriculum is developed with the goal of providing Nashville with the most qualified officers.

At the completion of the Academy, the training continues with a Field Training Program under the supervision of veteran officers who have volunteered to serve as Field Training Officers. At the completion of the training program, officers are produced who, through community service and technology, will provide Nashville with the best-qualified person to serve the city as police officers. The details herein describe the basic/lateral police-training program for the latest lateral session of the Metropolitan Police Training Academy.

Curriculum Summary

Block of Instruction	POST Required Hours	2022 MNPD Hours
Firearms	48	48
Emergency Medical Training	10	26
Patrol Procedures	120	120
Interpersonal Communications	25	25
Professional and Ethical Conduct	3	3
Physical Defense Tactics	48	48
Criminal and Constitutional Law and Procedures	50	50
Written Communications	10	10
Human Relations	30	30
Criminal Justice System	11	11
Law Enforcement Stress	9	10
Administration	6	59
Emergency Vehicle Operations	48	48.5
Community Policing	16	16
TOTAL	488	488.5

Firearms

Total: 48 Hours (POST 48 Hours)

Firearms

42.5 Hours

Law enforcement effectiveness depends upon community respect and confidence. Law enforcement effectiveness requires public trust and confidence. Diverse communities must have faith in the fairness and impartiality of their police. Adherence to the Law Enforcement Code of Ethics is essential to this role.

Police officers conduct their duties pursuant to a grant of limited authority from the community. Therefore, officers must understand the laws defining the scope of their enforcement powers. Police officers may only act in accordance with the powers granted to them and in accordance with policy and law.

Police officers must also maintain a level of personal and professional fitness. This includes not only the health and wellness to fulfill their assigned duties, but also encompasses professional fitness. Professional fitness includes maintaining proficiency with all assigned equipment, understanding and an ability to apply the law in a fair and just manner, working with an understanding of the diverse community in which they serve and strive everyday to improve their knowledge, skills and abilities to effectively and safely serve.

A police officer's ability to perform his or her duties is dependent upon the respect and confidence communities have for the officer and law enforcement officers in general. Police officers must conduct themselves in a manner consistent with the integrity and trustworthiness expected of them by the public. Police officers, as stewards of the community they serve, must always apply the principles of community service. Essential to safe and effective community service is learning the skills that enable officers to apply these principles and develop and maintain positive relationships; while treating all members of the public courteously and with respect. Police officers are the most visible form of local government. Therefore, police officers must make a positive impression when interacting with the public and each other. For a community to have faith in its police officers, officers must avoid conduct that does or could cast doubt upon the impartiality of the individual officer or the Department.

Pistol Issuance & Draw strokes

4 Hours

At the conclusion of the training, the student will know: 1) The four firearms safety rules, 2) How to draw and reholster their issued firearm, 3) When the proper time to put their finger on the trigger is, and 4) Proper shooting stance, grip, sight alignment, sight picture, trigger press, follow through and breathing.

The training will consist of lecture and hands-on practice.

Shotgun Issuance

1.5 Hours

This block of instruction is the dissemination of the shotguns to the trainees along with the nomenclature of the item. During this block the trainee will take apart the shotgun and put it back to a fully functional weapon. This will be conducted numerous times throughout the block of instruction for familiarity purposes.

Emergency Medical Training

Total: 10 Hours (POST 10 Hours)

Bloodborne Pathogens

1 Hour

Upon completion of this class, students will know how to identify Blood borne Pathogens; the effects and treatment for exposures; use of personal protective equipment and the concept of universal precautions; the Hepatitis B Vaccine; how to identify other potentially infectious materials; a review of MNPD Manual 2.20, 2.50, 13.30, 15.10; and a review of Civil Service Rule 4.8.

CPR/ First Aid

8 Hours

The overall objective of this course is to provide trainees with basic first responder skills in order to render basic lifesaving, CPR, and related emergency medical skills. The “First Responder” uses a limited amount of equipment to perform initial assessment and intervention and is trained to assist other EMS providers. The goal of this training is to improve the quality of emergency medical care provided by members of this department.

Naloxone (Narcan) Procedure

1 Hour

This block of instruction involves the education to the student of what is Naloxone, how it is effective in reversing the affects of an overdose, and the application of the Naloxone to someone who is unresponsive and someone who has potentially overdosed on narcotics. It also presents the proper procedures of not only administering the spray, but also how to document the incident.

Patrol Procedures

Total: 120 Hours (POST 120 Hours)

Basic Communications Procedures (Dept. of Emergency Communications) 1 Hours

The instructor will discuss radio etiquette, ten codes, priority identifiers, and classification codes that are used during dispatch transmissions. There will be basic MDC training to include how the officers can self initiate calls and check themselves out, how they can change their statuses, and look up information. We will review the email policy and the importance of using the computers for work related issues only.

Basic Fingerprint Training for Patrol Officers 2 Hours

The objective of this block of instruction is to communicate procedures for the use of latent fingerprint kits for patrol officers responding to minor property crime calls and procedures for submitting latent prints to the Identification section.

Basic Investigations 1 Hours

This block of instruction will help trainees understand basic field investigations, obtaining information to better help detectives, and proper documentation of information within reports.

Body Worn Camera's (BWC's) 4.5 Hour

The objective of this block of instruction is to introduce to the trainee the basic working knowledge of the Body Worn Camera system (Watchguard). How it syncs with the vehicle system, how to activate the device, test the device, label recordings, and how to charge the device.

Child Sexual Abuse 3 Hours

During this block of instruction, the trainee will develop a working knowledge of the basic psychological profiles applicable to child sexual abusers. The trainee will also learn the proper procedure for the initial response to a child sexual abuse call. The trainee will be presented with many of the investigative procedures and techniques that are necessary to successfully develop a criminal case and prosecute the abuser.

Crime Scene Investigation and Protection 2 Hours

Police Officer Trainees learn how to respond to a crime scene and secure and protect victims, witnesses, and evidence. They learn the resources necessary to investigate the scene and document their findings, then communicate with responding resources, and implement the guidelines set forth in the MNPD Manual concerning Crime Scenes Protection and Investigation

Domestic Violence 5 Hours

The purpose of this block of instruction is to explain state, civil and criminal domestic violence laws. Trainees will be instructed on departmental policy and procedure regarding the handling and investigation of domestic violence calls for service. An emphasis is placed on conducting a proper investigation, assisting the victim with prosecution, explaining victim's rights, the importance of proper documentation, and providing access to community resources.

Domestic Violence, Reality Based Training

2 Hours

The students will participate in Reality Based Training for responding to potential Domestic Violence situations. They will use what they learned in your law, Domestic Violence training, MNPD IDMM to guide their response.

Domestic Violence in Law Enforcement

1 Hour

Trainees are provided information regarding the prevalence and factors related to domestic violence occurring among law enforcement family members. This course is designed to increase their knowledge and understanding of the “trauma response” of victims and services to assist them. Information is provided regarding the role of PASS in supporting families.

Clandestine Lab Recognition & Hazards/Meth (Drug Education)

2 Hours

The purpose of this course of instruction is to familiarize trainees with commonly encountered drugs, concealment methods, modes of transportation, the use of a field test kit and the different methods of drug enforcement used by the Police Department. During this class the trainee will be instructed in the basic identification of street and upper level drugs and how to safely handle calls for service involving those subjects who may be under the influence of such drugs.

Foot Pursuits

2 Hours

This block of instruction prepares the trainee for the art of foot pursuits. It exposes them to the dangers, how to utilize the radio during these events, reminders of location, descriptions, and watching for evidence, weapons etc. In addition, they are reminded of the importance of physical training in order to be prepared to move from a sedentary state to full blown activity in short order.

Hazardous Devices Unit (Weapons Mass Destruction)

2 Hours

The purpose of this instruction is to provide the trainee with an overview of the Hazardous Devices Unit as a responding unit to assist the patrol officer. Particular emphasis is placed on departmental policy and procedure, which govern the duties of the unit in response to calls for service. An emphasis is also placed on officer response to calls for service and officer/citizen safety in the handling of calls involving hazardous devices and threat calls.

Officer Survival Instruction Total Hours: 4 Hours**Officer Survival: 10 Deadly Errors**

1 Hour

Pre-attack indicators and danger cues. Characteristics of murdered officers. Characteristics of police attackers.

Officer Survival: Awareness Spectrum

1 Hour

Color awareness spectrum: white, yellow, orange, red, black.

Officer Survival: Introduction to Officer Survival

1 Hours

Concept of how stress affects the human body: thought distraction, physical distress, sensory distortion, and awareness lapse. Techniques of relaxation under stress: deep breathing, positive self-talk, visualization, and crisis rehearsal.

Officer Survival: Trooper Coates 1 Hours
This block of instruction exposes the trainees to officer survival tactics and techniques, specifically utilizing the Trooper Coates incident as a point of reference.

Radio Issuance & Usage 1 Hours
This block of instruction will be used to familiarize the trainees with the departmental policy and procedure regarding radio communications. This will include instruction on the police radio code utilized by this department. During practicums each trainee will be required to participate in sending and receiving radio communications.

Role of the FTO (Field Training Officer) and OIT (Officer in Training) .5 Hour
This block of instruction is to introduce the trainee to the role of the Field Training Officer in the training process. Particular emphasis is placed on the “Officer in Training” handbook and proper documentation required during the FTO program.

Tactics Total Hours: 54 Hours

Tactics: Active Killer, Classroom & Reality Based Training 4 Hours
Provide lecture and presentation for basic recruits on how to respond to Active Shooter calls at schools and businesses. It also includes training where the trainees will physically apply the techniques taught in the lecture. This incorporates Reality Based Training also.

Tactics: Characteristics of Armed Individuals (COAI) 1 Hour
The course is designed to provide Basic Recruits with the tools to help detect concealed firearms based on visual cues and physical actions of subjects carrying firearms. The training should not be viewed as an all-inclusive summary of every characteristic, nuance, or behavioral pattern associated with armed individuals, but rather as one that provides a Basic Recruit a mental “checklist” of those physical and behavioral indicators often associated with individuals carry concealed weapons. The course was developed by the BATF to combat gun crime in the Washington DC area.

Tactics: Reality Based Training 16 Hours
This time is devoted to challenging the trainees in fact-based role-play scenarios wherein they are required to deal with the “public” in various call-for-service situations. They must apply their skills in a dynamic fashion as the scenarios unfold. Trainees are given a scenario via being dispatched by radio and must deal with the call as if it were the real thing. Simunition ammunition is used in the scenarios which might involve use of force. Trainees must be able to assess each scenario based on law and policy and apply each to the resolution. They must also complete the proper paperwork that is required for the call. Trainees also experience scenarios where they must choose what type of force needs to be applied and improve fundamentals of firearms training. These are decision making scenarios shoot/don’t shoot situations. Practical exercise scenarios include Traffic stops, High Risk Traffic Stops, Foot Pursuits, Active Killer and various Patrol Calls for Service.

Tactics: Rescue Task Force (RTF)

4 Hours

The purpose of this block of instruction is to instruct trainees in the proper procedures on how to work with Nashville Fire Department personnel in providing safe medical care areas and extraction of injured persons. They will be taught the necessary skills to successfully participate as a member of a deployed RTF. The method taught is S.I.C.M.: Security, Implement A Plan, Communication, and Medical.

Tactics: Room Clearing

4 Hours

Patrol officers will search many homes and business during her/his career. There are not many things more dangerous than searching for an offender who may be laying in wait for an officer. The student will learn current search methods and apply them against role players later in the training. They will demonstrate how to “slice the pie” of a door frame from the hallway. Looking for target indicators of a person prior to entry. They will learn how to make entry using the Strong Wall/Points of Domination methods, moving laterally down the walls once inside the room. This allows multiple guns on target at same time. They will learn how to apply these techniques in a three man team or more. It is highly recommended that patrol officers do not make entry unless they have at least three or more persons with them.

The key issues addressed will be: 1) Safety of the officer, citizens and the offender, 2) Use of force escalation and de escalation, 3) Weapon selection, 4) Hidding areas and how to clear them, and 5) Attics.

Tactics: Traffic Stops

12 Hours

The class will train MNPB Training Division Basic Recruits on the basics of conducting traffic stops in order for Basic Recruits to confidently conduct traffic stops and felony traffic stops with a Field Training Officer (FTO) after graduation.

The basics will include: Why MNPB performs traffic stops; Interacting with the public in a manner that maintains the citizen’s dignity, respect, and procedural justice; Employing de-escalation, Verbal Defense & Influence (VDI), and Management of Aggressive Behavior (MOAB); Tactics to enhance officer safety and decrease likelihood of violent encounters; and Conducting felony traffic stops in a manner that reduces risk to the public, officers, and potential offenders.

Traffic Total Hours: 46 Hours

Direction & Control/Crash Investigations/TITAN Training

8 Hours

The objective of this block of instruction is to introduce the trainee to the principles of collision investigation. The trainee will learn proper procedure for investigating a traffic collision including driver interviews, scene observation, identifying and documenting physical evidence from the vehicle and the roadway, and other essential information necessary for the proper investigation and documentation of a collision. In addition, participants will learn to apply basic principles of physics and mathematical equations to determine the drag factor of a surface and to estimate vehicle speed from skid marks and scuffmarks. The trainee will also be introduced to safe methods for the direction and control of traffic at collision and other traffic incidents. The course will review departmental policy and procedure regarding collision investigation and applicable departmental and State of Tennessee reports.

DUI Detection & Standardized Field Sobriety Testing

28 Hours

This block of instruction is to provide the trainee with a working knowledge of the impaired driver and provide the skills and abilities to detect impaired drivers and enforce applicable laws. Detection techniques, the proper administration of the three National Highway Traffic Safety Administration's standardized Field Sobriety Tasks (FST), recognizing the standard clues of the field sobriety tasks, and properly recording the results of the FST on MNP Form 132 will be covered. The student will be certified in the Horizontal Gaze Nystagmus Test through the NHTSA. The trainee will learn and discuss the limiting factors of the FST and methods for the successful prosecution of impaired drivers. The trainee will demonstrate a working knowledge of the laws pertaining to chemical testing and review the procedures for obtaining chemical tests. The trainee will also review departmental policy, procedures, and applicable law on blood and breathe testing.

DUI Wet Lab

4 Hours

This block of instruction will provide the trainee with a reality based training environment where their skills will be tested in relation to DUI Detection & Standardized field sobriety testing. This event consists of citizen and public officials who volunteer for controlled impairment. The trainees will demonstrate a working knowledge of the SFST's which is then verified through chemical tests.

RADAR/LIDAR Certification

6 Hours

This block of instruction will certify the trainee in both RADAR and LIDAR speed measuring devices and includes classroom and practical applications. It covers the devices itself and all applicable local and state laws. At the end of the course the trainee will be able to demonstrate the actual use of these devices in the field.

Interpersonal Communications

Total: 25 Hours (POST 25 Hours)

Alzheimer's Association

1 Hour

This block of instruction will expose the trainees to symptoms and signs of both Alzheimer's and forms of dementia. Learning the best practices of how to handle community members who may be suffering from Alzheimer's/Dementia will improve community policing efforts due to understanding.

Autobiographies

3 Hour

The students will learn about each other and public speaking by reading their respective autobiographies.

Command Spanish

6 Hours

During this block of instruction the trainee will be taught basic Spanish phrases that an officer may need to make an arrest, issue a traffic citation, or take a report from a Spanish speaking person. Also covered will be information on Spanish culture that could impact an officer's daily encounter with individuals from the Hispanic community.

Essential Information Serving People with Varying Degrees of Hearing Loss

2 Hours

The trainees will learn about federal and state laws regarding professional interpreters, the American with Disabilities Act, aspects of the Deaf culture, American Sign Language (ASL), and strategies for communicating with people with varying degrees of hearing loss.

MNPD Incident Decision Making Model (IDMM)

1 Hour

The recruits were educated on the decision model in an effort to understand the circular ideals of this model. It includes gathering information, assessing threats and risks, determining police powers/actions/policies, determine course of action, act on decision and reassess situation. This is all while considering sanctity of life, proportionality, ethics, and values.

Verbal Defense and Influence

8 Hours

The objective of this instruction is teaching students how to gain voluntary compliance with the use of words. The students will learn the eight step traffic/interview stop outline. The students will also learn when and how to use the five step hard style technique in conjunction with our use of force continuum.

Verbal Defense and Influence RBT

4 Hours

Trainees participate in reality based scenarios to demonstrate their knowledge of Verbal Defense and Influence.

Professional and Ethical Conduct

Total: 3 Hours (POST 3 Hours)

Code of Ethics/ Oath of Office

1 Hour

Office of Professional Accountability

1 Hour

The conduct of officers is examined during the block on instruction. The adherence to the policies of the department, the fair and impartial treatment of citizens, and individual conduct on and off duty are stressed along with the MNPD Mission Statement and Department Values.

Professional and Ethical Conduct

1 Hours

Trainees are provided with the IACP Code of Ethics, the Police Code of Ethics, and the Mayor's Executive Order on Ethics. The ethical principles found in these documents are reviewed and discussed in class. The trainees are expected to maintain a working knowledge of these principles and demonstrate them throughout their training period and ultimately their career. The evaluation of these ethical obligations is constant as the staff monitors their performance during practical exercises and interactions with each other, instructors, and the community.

***Ethics, one of the four guiding principles of the Training Academy, is stressed throughout the training curriculum. The role of ethical conduct on the part of a public safety/law enforcement officer is stressed by explanation and example in all phases of training.**

Physical Defense Tactics

Total: 48 Hours (POST 48 Hours)

Chemical Spray

4 Hours

The goal of this course is for the student to gain the knowledge and skills to correctly deploy aerosol chemical weapons in the field. The student will learn where and when to use the chemical weapon in the force continuum. Tactics and procedures of deploying and knowing the proper treatment and aftercare to provide the subject will also be instructed.

Defensive Tactics Practical and Written Review and Test

6 Hours

The trainee will be instructed to demonstrate a particular exercise to the instructors' approval. After the trainee has completed all the exercises, they will also be subjected to a written test that consists of 50 questions on defensive tactics.

The Basic Recruits will learn the following about the Field Interview Stance: 1) the stance gives the Officer a Command Presence, 2) the stance assists Officers in quickly recognizing and reacting to sudden threats, 3) the proper stance, 3) the three Zones of Contact (Personal Contact, Field Interview, & Field Contact), 4) relative positioning is and how to utilize it during field interviews and contact with the public, 5) angles of approach and directions to approach individuals, 6) how to obtain documents such as identifications from persons while not compromising officer safety, 7) *methods of interacting with the public in a non-threatening manner, while maintaining officer safety principals*, and 8) *how communication plays an important role deescalating a situation and assessing an individual's threat level.*

MNPD Defensive Tactics; Total Hours: 38 Hours

Several specific aspects of self-defense and physical hands on actions which are required of trainees to benefit them during their course of action throughout an on-duty day to day activity. This includes tactical stances with citizens, physical tactics when encounters resist persons, and activities which are required to place suspects into custody.

Baton

2 Hours

The objective of this instruction is for students to be taught the necessary techniques and understanding to correctly and tactically deploy and strike with their ASP baton in accordance to current policies and procedures of the Metropolitan Police Department.

Edged Weapon Defense

2 Hours

This instruction exposed the recruits to how quick edged weapons attacks can occur, as well as what tools are appropriate to defend against these types of attacks. Recruits will be instructed through both class room and "hands on" activities.

Firearms Retention & Disarming

2 Hours

The student will learn to effectively disarm a handgun and long gun (rifle or shotgun) yielding subject, when the use of an officer's firearm may not be immediately appropriate.

Ground Work

8 Hours

This period of instruction is to accompany other techniques learned in defensive tactics. It is not the only way to control subjects. The goal is to give officers an additional way to control offenders. It is not recommended to be knocked down onto your back in a confrontation. If this does happen this instruction will offer the student techniques in controlling the subject while on the ground, or how to fight their way back up to their feet. This block also includes techniques to utilize on subjects involving various striking techniques with both hands and feet.

Handcuffing & Subject Control

6 Hours

The objective of the course is to have the student learn how to safely handcuff and search high-risk offenders with or without a partner in conditions including Prone Handcuffing and hobble restraints.

Introduction to Defensive Tactics

1 Hours

This block of instruction will introduce the trainees to defensive tactics. It includes the Field Interview Stance, Use of Force Continuum and as well as intro to all types of defensive tactics.

Search & Frisk

2 Hours

This period of instruction will provide the student with techniques and approaches to search subjects. This include cursory (patdown) searches as well as thorough searches conducted search incident to arrest keeping in mind officer safety awareness.

Stances and Approach

1 Hour

A Police Officer's first response to a situation is their presence. An officer in the Field Interview stance demonstrates they they are ready and able to perform the task at hand with confidence, which shows Command Presence. The Field Interview stance will assist the officers Visual Control, which is the officer's ability to see both the subject's hands and be certain that they hold no weapons.

Strategic Striking

2 Hours

This block of instruction will provide basic striking techniques to utilize during situations where an escape from a physical confrontation is most effective, or to subdue, or control, a combative subject. This is specific to hands, feet, elbows, and knees (i.e.: personal weapons). An emphasis of utilizing the minimal amount of force necessary to conduct the techniques effectively.

Physical Fitness Training

8 Hours

The objective of the Physical Fitness Program is to emphasize the importance of proper physical fitness and good diet. This program is also designed to prepare the trainee for physical aspects of being a successful police officer. During these periods of training, the trainee will be evaluated weekly to determine if they are making satisfactory progress in the areas of physical endurance, flexibility, and body strength. Weight training is also included in the physical training program to increase overall body strength and conditioning.

TASER

4 Hours

The trainee will be instructed in the use and after care when a TASER is deployed to arrest a violent suspect. Instruction will be provided regarding department policy on the use of a TASER

device. All TASER training will be conducted in accordance with established TASER training and updates.

Criminal & Constitutional Law

Total: 50 Hours (POST 50 Hours)

The Criminal Law Course is divided into five (5) blocks. There is a test at the end of each block and a comprehensive final exam at the end of the course.

Law Block I (Introduction to Law)	4 Hours
Law Block II (Statutory Law)	19 Hours
Law Block III (Use of Force)	8 Hours
Law Block IV (Constitutional Restrictions)	16 Hours
Law Block V (Practical Applications)	1 Hours
Law Final Comprehensive Review & Exam	2 Hours

Law Block I 4 Hours

Introduction to Law

I. Levels of Proof	1 Hour
II. Arrest Power	1 Hour
III. Criminal Procedure	1 Hour
IV. Review and Exam	1 Hours

Law Block II 19 Hours

Statutory Law

I. Construction of the Criminal Code	1 Hour
II. Grading of Offenses	1 Hour
III. Criminal Statutes	14 Hours
IV. Domestic Abuse	1 Hour
V. Review and Exam	2 Hours

Law Block III 8 Hours

Use of Force

I. Self Defense / Defense of Others	1.5 Hours
II. Civil Liability (hours counted in Criminal Justice System)	1 Hour
III. Handgun Permits	1 Hour
IV. MNPDP Use of Force Policy	1 Hour
V. MNPDP Firearms Policy	.5 Hour
VI. Legal Articulation	1 Hour
VII. Review and Exam	2 Hours

Law Block IV	16 Hours
Constitutional Restrictions	
I. Fourteenth Amendment	1 Hour
II. Fourth Amendment and Tenn. Constitution Article I § 7	10 Hours
III. Fifth Amendment and Tenn. Constitution Article I § 9	1 Hour
IV. Sixth Amendment	1 Hour
V. Composing Affidavits	1 Hour
VI. Review and Exam	2 Hours
Law Block V	1 Hours
I. Review and Exams	1 Hour
Final Comprehensive Exam	2 Hours
(Geared toward application of law to actual police factual scenarios)	
(Material from the five blocks was often integrated into one comprehensive question).	
I. Review of Material	1 Hour
II. Exam	1 Hours

WRITTEN COMMUNICATIONS

Total: 10 Hours (POST 10 Hours)

Report Writing / Writing Skills

8 Hours

The trainee will be instructed in the proper selection and the correct procedure for completing the various report forms utilized by the department. The trainee will be instructed on the use of reports in investigations and as the official memory of the department. They will be instructed on the methods of gathering, arranging, examining, interpreting, and recording useful and practical information concerning a definite problem or condition. The trainee will receive instructions on the proper procedure for completing all MNPD Forms:

CJIS

2 Hour

Operation of the CJIS software and management system will be discussed and demonstrated for the trainees. The trainees will observe the process of creating a warrant (from start to finish) and testifying in front the commissioner to obtain those warrants. At the end of the class the trainee will have a good working knowledge of the software operation and warrant process.

Human Relations

Total: 30 Hours (POST 30 Hours)

Autism & Developmental Disabilities

1 Hour

This course is designed to teach Tennessee Law Enforcement personnel how to effectively respond to individuals with Autism Spectrum Disorders (ASD). The course emphasizes the impact that the characteristics of ASD have on individuals, their communication, and their interactions with the world around them. During this course the students will learn the importance of working with people with ASD ethically.

Diversity and Inclusion

1 Hour

This block will cover Federal Title VI/VII (Civil Rights Act of 1964). It will present the material of the seven protected classes (race, color, origin, gender, age, religion, and disability). The class will discuss the importance of creating and maintaining an inclusive work environment.

Domestic and International Terrorism

4 Hours

The purpose of this block of instruction is to provide the trainee with an understanding of the ideology, common tradecraft and street level investigative relative to Patrol Officers as it relates to the issue of the current domestic and international terrorist threats.

Drug Free Workplace Policy Training

1 Hour

This block of instruction is mandated by the Metropolitan Nashville government to ensure all personnel are aware of the signs of drug side effects and behaviors in an effort to identify personnel who may be unable to perform their duty safely.

Fair & Impartial Policing

4 Hours

Police officers are faced with multiple situations that could end up a variety of ways depending on how their ethics lead them. With such a diverse population in Nashville, they will come in contact with a variety of cultures that have many different norms and values. All people, even well-intentioned people, have biases. Policing based on stereotypes can be unsafe, ineffective, and unjust. This course is designed to help officers become aware of their own biases and prevent biased based policing.

Law Enforcement Response to Mental Illness

4 Hours

This block of instruction will consist of an overview of the various mental illnesses and their characteristics. Also discussed will be developmental disabilities, interacting with individuals in custody, attitudes and beliefs, community resources, and scenarios/role playing. The various laws applicable to mental illness and developmental disabilities such as The Americans with Disabilities Act, The Protection and Advocacy for Individuals with Mental Illness Act, and The Developmental Disabilities Act are covered. An emphasis is placed on the role of the law enforcement officer while interacting with mentally ill or developmentally disabled persons.

Law Enforcement Response to Mental Illness Reality Based Training

2 Hours

The training adapts the Police Executive Research Forum (PERF) model of Integration of Communication and Tactics (ICAT) to the MNPd. The MNPd named our version the MNPd Incident Decision Making Model (MNPd IDMM).

The training focus on providing the Basic Recruit a decision making guide to properly handle incidents. PERF's ICAT was designed specifically for contact with individuals with mental illness or intellectual disabilities. The focus of this RBT is two-fold. It focuses on de-escalation and responding to individuals with mental illness.

The training focuses on deescalating incidents involving a person with a mental crisis, emotional crisis, intellectual disability, or medical condition that impedes the person's ability to understand, interact, or willing comply with an officer.

The training also establishes the baseline for problem-solving for future RBT scenarios.

Mobile Diversity Seminar (Bus Tour)

8 Hours

The Basic Recruits visit different groups of the community. The emphasis is on learning different cultures of the communities of Nashville, to include, but not limited to: the Hispanic community, the Muslim community, and the Gay & Lesbian community. There is a strong emphasis on understanding the community's perspective of police – whether that perspective is positive or negative.

Nashville Gang Culture

1 Hour

The course will cover criminal street gangs in Nashville, the emergence of hybrid gangs in Middle Tennessee, how to report gang related and gang motivated crimes, how to identify gangs and gang members.

Sexual Harassment Prevention

1 Hour

This block of instruction will review the most current policy of the Metro Police Department and Metro Government concerning sexual harassment, Diversity, & Substance Abuse. Also covered is Title 7 of the Civil Rights Act that specifically prohibits employment discrimination.

Social Media for Law Enforcement

2 Hours

Technology in the 21st century has grown at such an exponential rate that we have not implemented enough safety measures to keep up. The way we communicate has changed and more people feel more comfortable socializing Online than in traditional face to face encounters. This affects the way police interact with citizens and each other. An overview of our Social Media Policy and best practices as it pertains to Officer's personal Social Media accounts

Victims of Crime

1 Hours

Trainees are provided information regarding the various resources that are available to victims of crime. This course is designed to increase their knowledge and understanding of the “trauma response” of victims and methods to assist them. This course also provides information on the Victim Intervention Program (V.I.P.).

CRIMINAL JUSTICE SYSTEM

Total: 11 Hours (POST 11 Hours)

CJIS – Civil Process (Law Block II & V)

1 Hours

This block of instruction is covered in both law block I and law block V and covers. In block II trainees will learn the process of Order's of Protection and how to obtain them. In block V they will learn landlord/tenant laws and procedures. In addition to landlord/tenant, mental health and mandatory committal process is presented.

CJIS – Court Structure (Law Block I)

2 Hours

This course is taught during law block I instruction and includes the process of presenting to a magistrate all the way up to the Tennessee Supreme Court.

CJIS – Courtroom Security (Law Block II)

1 Hour

The trainees learn about weapons possession within judicial structures. It also includes the difference between possession while acting in a professional capacity versus as a private citizen. This information was taught during law block II instruction.

CJIS -- Criminal Justice Agencies (Law Block I)

.5 Hours

This block of instruction is covered in law block I and will explain to basic recruits in the MNPD Training Division how the elements of the Criminal Justice system relate to each other. As a result of this instruction, the student will be able to understand the roles of: 1) Municipal agencies in Davidson County; 2) Davidson County Sheriff's Office (DCSO); 3) State Agencies; 4) Correctional System; 5) Civil Process; 6) Courtroom security; and 7) the Courts.

National Crime Information Center (N.C.I.C)

6 Hours

During this course the trainee will be instructed on the information available from the department's computer system. Basic skills needed to inquire into the National Crime Information Computer (NCIC), National Law Enforcement Telecommunications System (N.L.E.T.S.) and Tennessee Information Enforcement System (TIES) will be covered. Trainees, at the completion of this training, will be certified as query users on these sources of information.

CJIS – Role of Correctional Systems (Law Block I)

.5 Hour

During this block of instruction, which was taught during law block I, the trainees learn the three distinct theories for incarceration.

LAW ENFORCEMENT STRESS

Total: 10 Hours (POST 9 Hours)

Alcohol Abuse and Addiction Among Law Enforcement 1 Hour

Participants will increase their knowledge of alcohol and substance abuse in the family and in the workplace, learn ways that are helpful or harmful when supporting someone becoming sober and will be given resources in the community to help address substance abuse issues.

Critical Incident Stress Management (CISM)/ Peer Support Services 1 Hour

The purpose of this instruction is to illustrate the emotional state an officer may experience immediately following a police related critical incident. This course will address the various critical incidents including officer-involved shootings. This block of instruction will provide insight into the emotional factors that occur during a critical incident and provide coping skills for those involved. This segment also explains critical incident stress management procedure and departmental policy.

Participants will increase their understanding of Metro Nashville Police Department's Peer Support Program (PSP). Participants will increase understanding of the Behavioral Health Services' collaborative triad, PSP goals, utilization of peer supporters, issues and limitations of confidentiality, required personal skills and helpful clinical and assessment tools.

Death Notification .5 Hour

This course provides information on the emotional support provided to victims of crime through the chaplain program. Departmental policy and procedure regarding death notification are highlighted.

Grief and Loss .5 Hour

The participants will connect with their own personal experiences with loss and grief as well as increase their understanding of the human experience of grief and loss in different cultures. The training will also enhance the participants ability to recognize and respond to individuals they may encounter in the community who may be struggling with loss/grief issues.

Behavioral Health Services & Police Advocacy Support Services 1 Hours

The recruit class will learn about BHS and what all services they provide, to both themselves and their families.

Officer Involved Critical Incidents 1 Hours

The purpose of this period of time is to familiarize trainees with what to expect and what resources are available if they are involved in a shooting. Investigators and Officers who have been involved in shootings discuss the investigative procedures and the physical and mental effects of being involved in a shooting. Trainees are given the opportunity to ask questions.

Officer Wellness Panel 1 Hour

This block of instruction will introduce the stresses from progressing from officer trainee to Police Officer I. The panel will consist of current sworn personnel who will discuss personal impact they experienced during the transition from trainee to POI to solo Police Officer II.

Substance Abuse

1 Hour

This block of instruction will expose to the trainee the pitfalls and crutches law enforcement personnel often resort to in coping with the stressors and emotions of the profession. It will provide data to inform the trainees of the risks of substance abuse in the profession.

Suicide Prevention

2 Hours

Nationally, we continue to lose more officers as a result of suicide than in the line of duty deaths. Early identification of warning signs and risk factors can help in preventing suicide. The police culture can prohibit quick and effective interventions and so we must create new avenues to provide resources and support when needed.

Wellness and Nutrition

1 Hour

This course emphasizes the components of a well-balanced diet and nutrition during academy training and when they become officers. Students are instructed in the importance of fitness in everyday lives and the impact it will have on their job performance daily.

Family Day (conducted in person & vitually)

0 Hours

Voluntary event conducted at Training Division during last weekend before graduation. Although it is voluntary for family members, the event usually lasts most of the day, between 4-5 hours.

During this time families and friends only are invited to attend an event that is an orientation that is structured and educational. The Deputy Chief attends and will participate in a discussion about the MNPd, the training their loved one completed, and what their loved one will experience in the future. It also includes current Field Training Officers, PEER Supporters, and spouses of officers.

There is a panel discussion of current training staff members. The guests are encouraged to ask questions.

Family Orientation (conducted in person & vitually)

0 Hours

This voluntary event is conducted on the first Saturday of the trainee recruit session for approximately hour 4 hours. It is opened to the families of the trainees and they are provided helpful information from the Training Division staff, as well as personnel from the Behavioral Health Services (BHS) and Profession Wellness Section (PWS). Providing families information as to how they can better support their family members who are going through the recruit session and what to expect as a family member regarding the demands of the physical and academic requirements for success.

This is a very interactive question and answer session, along with helpful information provide by both MNPd Training Division staff, BHS, and PWS.

ADMINISTRATION Total: 59 Hours (POST 6 Hours)

TASK:	HOURS
Card Key (HR)/ Greene's	4
Class Picture	1
Command Inspection	1
Department Manual	1.5
Drill & Ceremony	1
Final Gear Issuance/ConMan Final Gear Issuance	1
Flag Folding	1
Graduation	4
Graduation Rehearsals	6
Inventory	1
Mayor and Chief Address	1.5
MNPD Organization/Intro to MNPD	1
MTSU	.5
New Hire Benefits	1
Orientation/Demographics/Class Pictures	.5
Payroll	1
POST Review/Final	2
Roll Call	15.5
Safety Update (Urinalysis)/DNA Collection	3.5
Shots/TB Skin Test/TB Review	4
Trainee Handbook	1
Training Staff Introductions	1
Vest Fitting	2
Wear and Care/ Uniform Issuance	2
Phone Issuance	1

Emergency Vehicle Operations Course (EVOC)

Total: 48.5 Hours (POST 48 Hours)

EVOC

42.5 Hours

EVOC consists of the sub-segments below.

Defensive Driving

This block of instruction is broken down into two parts. The first is classroom instruction and the second is driving on a track. Both non-emergency and emergency driving issues are covered to provide the student with the proper attitude, knowledge, and skills to enable him/her to safely and legally operate a police vehicle under all operating conditions.

Precision Driving & Maneuver Techniques (Covered Under Defensive Driving)

This block of instruction is designed to familiarize the trainee with the departmental vehicle. The trainee will learn the basic concepts involved in performance driving, skid control, and the various forces applicable to high-speed emergency and pursuit driving. This course involves classroom presentation and practical driving scenarios involving the operation of a departmental emergency vehicle.

Stinger Spike Strips

During this block of instruction trainees will learn how, when and where to use the spike strips. They will also practice deploying and retracting the spike strip safely. They will participate in a live deployment on a vehicle and observe the effects of the spike strip on vehicle tires.

Vehicle Pursuits: Policy & Safety

This block of instruction is to provide the trainees with an overview of the departmental policy and procedure regarding police pursuits. An emphasis is placed on the guidelines for initiating a pursuit, the monitoring of pursuit conditions, the safety of the public, the safety of the officer, the guidelines for pursuit termination, and the proper documentation of a police pursuit. Also covered are methods of safely operating a police vehicle under pursuit conditions. The trainee is required to demonstrate a proficiency in applying the principles of the departmental policy and safe driving during the entire emergency vehicle operation block of training.

Reality Based Training: Traffic Stops

Trainees utilize their driving techniques during traffic stops (which includes felony traffic stops). This is a practical exercise where the trainees operate vehicles during situational training, which includes safe driving techniques in operating a vehicle while emergency equipment is activated. It also includes the utilization of other devices inside the vehicle during traffic stop initiation.

National Safety Council Defensive Driving Course (DDC6)

6 Hours

The trainee will be required to successfully complete the defensive driving course as prescribed by the National Safety Council. This course is taught by Metro Human Resources training staff members.

Community Policing

Total: 16 Hours (POST 16 Hours)

Civil Disturbance Equipment Fitting

1 Hour

The purpose of this course to fit trainees for their equipment for managing civil disturbances

Community Oriented Policing

2 Hours

This block of instruction introduces Sir Robert Peel's nine principles, the broken windows theory, the four pillars of justice based policing (LEED), and the department's mission statement. It also introduces the trainees to problem solving models and how Compstat is utilized in the MNPDP.

Duty to Intervene

1 Hour

Trainees will be able to know and describe the ethical and legal responsibilities to intervene when witnessing wrongdoing. They will also have knowledge of MNPDP policy as it relates to their responsibility to intervene in and report incidents of wrong doing.

Force & De-escalation Practical

2.5 Hours

The objective of this exercise is to evaluate the skills the officer has in all uses of force. The drill will test every skill the student has learned. The officer trainee will also complete a use of force report on one of the drills and will be critiqued on their performance.

Introduction into MNPDP/Guardianship

1 Hour

This block of instruction will teach the recruits the importance of the Guardianship mindset. It encompasses Plato's Republic, history of policing, and the history and expectations of the MNPDP.

Law Block V Practical Applications

II.	First Amendment	1 Hour
III.	Traffic Enforcement	1 Hour
IV.	Juvenile Provisions	1 Hour

Media Relations

1 Hours

This block of instruction will review the guidelines regarding the release of information to the media as prescribed by department policy. Emphasis will be placed on the issue of the public's right to know vs. the security of information needed to successfully complete an investigation. Also presented will be practical examples of public speaking to the media, the issuance of press releases, and how to convey information in an effective and concise format.

Community Service Project

4.5 Hours

Police officers, as stewards of the community they serve, must always apply the principles of community service. Trainees assist a community group with a project to engage with the community they are about to serve.

APPENDIX A - DEESCALATION

1. The purpose of this appendix is to define the MNPD’s term of de-escalation and provide information about the number of hours and courses taught to MNPD Lateral Recruit classes regarding de-escalation.
2. Merriam-Webster defines the word de-escalate as, “to decrease in extent, volume or scope. *Violence began to de-escalate. Tried to de-escalate the tension.*”¹
3. The goal of the MNPD is to serve the community well and reduce the instances and severity of uses of force through de-escalating situations.

The MNPD Training Division fully believes in, “*De-escalation should be a core theme of an agency’s training program.*”²

4. To fully appreciate how de-escalation is operationalized for police officers, one must first understand “De-escalation starts with *effective communications.*”³ It is best if MNPD officers calm a situation before force needs to be considered as an option. When an individual has the means, ability, and the opportunity to injure himself/herself, another person, or the officer, when the officer obtains creates distance and obtains cover, the officer’s actions create the operational environment where effective communications can diffuse the situation.

De-escalation *is not a standalone class.* It is a theme that permeates much of the training in the MNPD Training Division.

List of Courses which involve De-escalation and communication:

Alzheimers Association	1 Hour
Autism & Developmental Disabilities	1 Hour
Community Oriented Policing	2 Hours
Diversity & Inclusion	1 Hour
Domestic Violence	5 Hours
Domestic Violence, Reality Based Training	2 Hours
Essential Information Serving People with Varying Degrees of Hearing Loss	2 Hours
Fair & Impartial Policing	4 Hours
Law Enforcement Response to Mental Illness	4 Hours
Law Enforcement Response to Mental Illness RBT	2 Hours
MNPD Incident Decision Making Model (IDMM)	1 Hour
MNPD Defensive Tactics- Stances and Approaches	1 Hour
Tactics – COAI	1 Hour
Tactics - Traffic Stops	12 Hours
Verbal Defense & Influence classroom	8 Hours
Verbal Defense & Influence RBT	4 Hours
TOTAL:	51 Hours

¹ <https://www.merriam-webster.com/dictionary/de-escalate>

² *Guiding Principles On Use of Force*, Critical Issues in Policing Series (Washington, D.C.: Police Executive Research Forum, 2016), 54.

³ *Ibid*, 56.

APPENDIX A – DEESCALATION

- De-escalation does not stop with communication. An officer’s decision to use force is predicated upon an individual’s means, ability, opportunity, and intent to harm others. An individual’s actions can lead a reasonable officer to believe force is necessary to affect a lawful arrest or prevent harm to others. When force is necessary, the MNPD seeks to calm the situation (by calming the situation it slows the situation down, which benefits the decision making process for the personnel) after the threat has been reduced, contained, or stopped.

List of Courses which involve De-escalation and the effective use of force, use of the appropriate level of force, and reduction of force:

Baton	2 Hours
Force & De-escalation Practical RBT	2.5 Hours
Defensive Tactics Practical and Written Review and Test	4 Hours
Edge Weapon Defense	2 Hours
Firearms Range Instruction	48 Hours
Ground Work Defense (Hand & Foot Strikes)	8 Hours
Introduction to Defensive Tactics	1 Hours
Chemical Spray	4 Hours
Tactics: Active Killer, Classroom & Reality Based Training	4 Hours
Tactics: Reality Based Training	16 Hours
Tactics: Room Entry/Clearing	4 Hours
TASER Training	4 Hours
TOTAL:	99.5 Hours

- There is one training event that focuses equally on the communication and use of force facets of de-escalation equally. That event is Reality Based Training towards the end of the Lateral Recruit Course. It is the culminating training event for the recruits during their time at the Training Division. This Reality Based Training event assess and coaches the students in the proper use of collecting information; assessing a situation, threat and risks; considering police powers and agency policy; identify options and determine best course of action; and acting, reviewing, and re-assessing.
- There are 28 unique classes (see #4 & #5 on pages 32 & 33) that involve a component of de-escalation. The 28 unique classes have 150.5 hours of instruction.

APPENDIX B – MENTAL ILLNESS RESPONSE

1. The purpose of this appendix is to define the scope of the training included for Mental Health Response and provide information about the number of hours and courses taught to MNPB Basic Recruit classes regarding Mental Health.
2. Merriam-Webster defines mental illness as, “any of a broad range of medical conditions (such as major depression, schizophrenia, obsessive compulsive disorder, or panic disorder) that are marked primarily by sufficient disorganization of personality, mind, or emotions to impair normal psychological functioning and cause marked distress or disability and that are typically associated with a disruption in normal thinking, feeling, mood, behavior, interpersonal interactions, or daily functioning.”⁴
3. Operationally, the MNPB uses a broader definition. The definition focuses more on the behavior of the individual and not the root cause. The MNPB realizes individuals may have “sufficient disorganization of personality, mind, or emotions to impair normal psychological functioning and cause marked distress or disability and that are typically associated with a disruption in normal thinking, feeling, mood, behavior, interpersonal interactions, or daily functioning”⁵ due to a drug induced psychosis, intellectual disabilities, medical condition, or injury.

The MNPB focuses on behaviors because police officers are not trained mental health professionals making a clinical evaluation in a sterile environment with a person’s medical history readily available.

4. The MNPB provides Lateral Recruit Training in the following areas so officers have the proper tools to de-escalate situations involving individuals with mental health needs who are in crisis.

Alzheimer’s Association	1 Hour
Fair & Impartial Policing	4 Hours
Grief and Loss	.5 Hour
Law Enforcement Response to Mental Illness	4 Hours
Law Enforcement Response to Mental Illness RBT	2 Hours
Serving People with Varying Degrees of Hearing Loss	2 Hours
Suicide Prevention	2 Hours
Tactics: Reality Based Training	16 Hours
Verbal Defense & Influence	8 Hours
Verbal Defense & Influence RBT	4 Hours
TOTAL:	43.5 Hours

5. Classes that teach communication skills and decision making for de-escalation are included in the total number of hours Mental Illness Response.

⁴ <https://www.merriam-webster.com/dictionary/mental%20illness>

⁵ Ibid.

The reason is much of the MNPB Training Division’s instruction for decision making is based on PERF’s ICAT model. The ICAT model was developed specifically to respond to individuals involved in a mental crisis, emotional crisis, or intellectual disabilities.⁶

In order to de-escalate a situation involving a person in crisis, the responding officer *must communicate well*. When a police officer treats a citizen with dignity, respect, and fairness – the same communication skills an officer uses with a citizen to complete an incident report, interview a witness, calm a victim, or make a traffic stop are used as in dealing with a person in crisis or intellectual disabilities.

⁶ *ICAT: Integrating communications, assessment, and tactics. Training guide for diffusing critical incidents*, Critical Issues in Policing Series (Washington, D.C.: Police Executive Research Forum, 2016).

APPENDIX C – COMMUNITY DIVERSITY AWARENESS

1. The purpose of this appendix is to define the scope of the training included for Human Relations and provide information about the number of hours and courses taught to MNPB Basic Recruit classes regarding Diversity, Inclusion, and cultural awareness.
2. Merriam-Webster defines diversity as, “the state of being diverse, variety, a range of different things”. Furthermore they also define inclusion as, “the action or state of including or of being included within a group or structure”, or “a person or thing that is included within a larger group or structure”. Finally they define culture as, “the customs, arts, social institutions, and achievements of a particular nation, people, or other social group.
3. It is vitally important for the MNPB to be aware of the diverse community we serve. The citizens who reside, employ, or otherwise conduct themselves in Nashville-Davidson County come from different backgrounds and cultures. This includes immigrants, geographical transplants from other locations around the United States, as well as those who are native to the state of Tennessee and the greater Nashville area. All citizens need to feel safe and feel they have the ability to contact the MNPB to address their community concerns and/or needs. Thus it is very important new recruits are educated in the history of Nashville and how it played an important role in the civil rights movement and how that helped shape the Nashville of today.
4. Nashville is home to many different immigrants who relocated from nations far away, who have a true mistrust of the government, especially law enforcement. Being educated in their experiences and forming relationships and trust with those communities is extremely important for the MNPB to be effective in our day to day operations as well as our overall mission, to create community based police products so people can enjoy a safe and peaceful Nashville.
5. Presenting the history of law enforcement and how law enforcement played a role in creating distrust within the community has effected the trust in law enforcement today, even after decades from some of the worst atrocities to involve law enforcement.
6. The MNPB provides Lateral Recruit Training in the following areas so officers have the proper tools and knowledge to more effectively serve the diverse community in Nashville-Davidson County.

Command Spanish	6 Hours
Community Oriented Policing	2 Hours
Diversity and Inclusion	1 Hour
Essential Information Serving People with Varying Degrees of Hearing Loss	2 Hours
Fair and Impartial Policing	4 Hour
Introduction to MNPB & Guardianship	1 Hour
MNPB Incident Decision Making Model	1 Hour
Mobile Diversity Bus Tour	8 Hours
Professional & Ethical Conduct	1 Hours
Verbal Defense & Influence	8 Hours

APPENDIX C – COMMUNITY DIVERSITY AWARENESS

Verbal Defense & Influence RBT	<u>4 Hours</u>
Total:	38 Hours