



Memorandum

Date: August 15, 2017
To: Sheriff John Urquhart **Via:** Direct
From: Sergeant Koby Hamill
Re: **2017 PROPOSED IN-SERVICE SCHEDULE - DRAFT**

In July of 2017, the King County Sheriff's Office Advanced Training Unit was tasked with developing a three-day in-service training event. The training will cover all Deputies and Sergeants assigned to the Patrol Operations Division consisting of approximately 450 members. Extensive research and planning was conducted in order to meet the legislative intent provided by the King County Council as well as the Sheriff. Below you will find an outline of the three days of training to include a brief description of each of the blocks of training to be provided to Sheriff's Office patrol (Sergeants/Deputies) personnel.

Training Classes

Training classes will consist of approximately 30 King County Sheriff's Deputies each day. Day one all 30 Deputies will remain together, while days 2 and 3 the Deputies will be divided into two groups of 15 with each group participating in four hour block training sessions.

Day 1 – 8 Hours: Tactical De-Escalation

This eight-hour outside agency developed training program will instruct officers in the use of de-escalation techniques and principles. The training will emphasize key concepts, to include the following:

- prioritizing de-escalation;
- understanding escalating behavior;
- understanding how body language can support de-escalation;
- use of verbal engagement skills;
- assessment of environmental conditions that support de-escalation;
- application of individual and team techniques to support event resolution by gaining compliance.

Performance Objectives:

All Deputies, under the evaluation of the Advanced Training Unit instructors, will:

1. Understand the role of de-escalation when responding to escalating incidents, persons in crisis, etc.
2. Demonstrate and understanding of the stages of escalating behavior, be able to identify the signs of subject's agitation and appreciate how police response to the event can impact resolution of the incident.
3. Identify fact patters, environmental conditions and scenarios that clearly establish situations that are exigent and require immediate police intervention.

4. Identify advantageous environmental conditions, such as expedient cover and concealment, and how they can be used to promote de-escalation of a situation.
5. Understand and apply the “3-s” model (**S**cene control, **S**tart dialogue, **S**olution) to promote the assessment of scene control, begin subject engagement and how to derive a viable solution with a minimal reliance on force.
6. Learn and employ engagement techniques including the use of the “O.P.E.N” model (**O**pen ended questions, **P**araphrasing, **E**mpathy statements, **N**ext steps.
7. Learn and apply body positioning skills to reduce agitation and promote subject compliance.
8. Apply the concepts as previously learned under the “LEED” model (**L**isten and **E**xplain with **E**quity and **D**ignity).
9. Demonstrate an understanding of individual and small team techniques to mitigate an incident, reducing the need to use force.
10. Employ trained individual and team skills in reality-based scenarios. Exercises will focus on identifying opportunities for appropriate application of de-escalation methods and techniques to resolve the incident.

Day 2 – 4 hours: Patrol Control and Arrest Procedures

This course is intended for KCSO Deputies assigned in a patrol capacity. It is designed to complement de-escalation protocols and to be used as a base set of skills for physical resistance prior to higher levels of force being considered. The course will utilize techniques that have proven to be less injurious to both the subject being controlled or arrested as well as the Deputy. This course strives to create a shift in mindset from previously learned arrest techniques that encouraged Deputies to get subjects into handcuffs as quickly as possible. These techniques have resulted in injuries, inappropriate application of force by Deputies or escalation of resistance by the subject responding to the Deputy, and therefore escalation in the overall use of force. The techniques in this course rely heavily on slowing down the situation from a position of control and maintaining control for as long as necessary in order to effectively de-escalate and utilize restraints. Skills are taught as both an individual Deputy as well as a multiple Deputy arrest procedures during day 3. This course will also provide training and re-certification of all patrol Deputies in the proper techniques associated with the use of pepper-spray and impact tools. This re-certification will assist KCSO in obtaining accreditation through the Washington Association of Sheriffs and Police Chiefs (WASPC). Due to class size and to ensure adequate instructor to student ratio, this class will be divided into two four hour sessions to occur on days 2 and 3.

Day 2 – 2 hours: Care after Force

Traditionally, law enforcement training only focuses on what to do before and during a high risk call or incident. In Care after Force, we will focus on what to do after you have had to use force. Advanced Training Unit instructors will work with the students in how they can safely administer some life-saving tools and techniques in order to help save lives. First and foremost, once the scene has been made safe, we will start the process of providing what aid we can to an injured subject until medics have arrived and can use their expertise to further help the injured. There are steps we can take as law enforcement officers in order to aid suspects, victims and witnesses, to ensure we get them the medical treatment they need. This training will focus on the tools that we may have which include tourniquets, AED's and other trauma related medical supplies. In addition, communication techniques by KCSO personnel will also be emphasized to assist the involved parties in understanding what has taken place, what we are doing to help, and what the next steps will be after the event.

Day 2 – 2 hours: Procedural Justice Refresher

In 2013 the King County Sheriff's Office in partnership with the United States Department of Justice, created an 8-hour training class on Procedural Justice. This course has been delivered to all commissioned personnel and continues to be delivered to all new Sheriff's Office commissioned

employees as well as to officers from around the country. The 8 hour course was a baseline training that examined the principles of procedural justice and the LEED (Listen and Explain with Equity and Dignity) model and how they apply to the entire spectrum of police encounters from a traffic stop to a complaint of a dangerous person. It emphasized how treating people based on procedural justice principles will keep both the officers and the public safe by generating voluntary compliance and acceptance of decision making. Further, the original 8 hour course addressed the critical importance interaction plays at all rank levels based on procedural justice principles within the King County Sheriff's Office, in order to create a work force that feels supported and is committed to the mission and values of the agency. The training unit continues to weave procedural justice principles into all aspects of our training programs.

We propose a 2 hour refresher block on procedural justice that will start with a recap of the basic principles of procedural justice and the LEED Model. We will discuss how the initial training was officer safety and organizationally focused. The bulk of the training this year, however, will be victim focused with the goal of creating better victim and witness engagement and more thorough investigations with victims and witnesses of trauma and domestic violence. We will introduce the new Domestic Violence Supplemental paperwork and engage the students in discussion about the frustrations with dealing with DV victims and witnesses and completion of Domestic Violence paperwork. The students will then view four videos created under the Trauma Informed Grant Project. In addition to active discussion there will be three videos of KCSO officers discussing the challenges and complexity of handling victims and witnesses of domestic violence or trauma. There will also be a video of a Domestic Violence survivor discussing how the way one of our Deputies handled her situation of domestic violence. She will talk about the difference it made between a life and death situation for her and how it changed her whole life. We will then review the concept of trauma informed interviews under the Procedural Justice/LEED models and introduce a template for those interviews to help officers build rapport and victim/witness engagement. There will also be active anti-bias discussion on how our biases (implicit/explicit) have a direct impact on our interaction with the public we serve.

Day 3 – 4 hours: Patrol Control and Arrest Procedures – Scenario Based Training

This will be part 2 of training and emphasize two deputy situations in a scenario/mock scene environment. This will build on the previous two days and with the goal of complimenting de-escalation, and LEED principles as well as test understanding of the course material by applying it in a controlled environment.

Day 3 – 4 hours: Scenario/Reality Based Training

In order to effectively determine our Deputies comprehension and synthesis of the material presented during the three day training event, the Advanced Training Unit will develop a number of scenario/reality based training exercises. Scenario/reality based training provides a learning environment for Deputies to demonstrate their ability to effectively deal with dynamic, potentially dangerous situations that require a mix of communications, tactical, and decision-making skills.

Conclusion

This three-day training event will provide King County Sheriff's Deputies will the necessary skills and abilities to effectively communicate with not only persons in crisis, but the general public we serve. In developing this curriculum it was recognized the concepts of Procedural Justice, Anti-Bias, LEED, and Crisis Intervention Training are not stand alone but complimentary to each other. With this in mind, a holistic approach was seen as the most efficient way to deliver these concepts to the KCSO personnel. However, it is critically important to recognize that these skills are perishable, and continued training will be necessary to ensure the highest degree of effectiveness as we continue to move toward improving as an agency.