What are the strengths of your area?:

1. The Police Science Program has seen an increased enrollment rate over the past 3 years. Since 2012, there have been more qualified applicants than seats available for the Academy modules. Review of data for the past five academy classes showed an average of 34% more qualified applicants than available seating (refer attached document – Academy Applicant Process). The peak of applicants occurred in 2013.

2. Since 2010/2011, the Academy Program has seen dramatic improvement in overall success rates (refer to attached document – Police.pdf). These improvements in Module I (82% to 93%), Module II (68%-88%) and Module III (77%-90%) are mainly attributable to instructor changes in the firearms training area and updates in the firearms training plan.

3. The Academy Program offers a high level of training as compared to community college academies around the state. Since 2012, the Academy has seen a reduction in training hours overall through identifying inefficiencies from 969 hours (2012) to 963 hours (2014) while still adding 48 hours of new training: Taser (8 hours), Tactical Rifle (16 hours) and Emergency Vehicle Operations (16 hours).

4. The Police Science Program enjoys a strong relationship with the local law enforcement community which is demonstrated by the strong support of the Tulare-Kings Counties Law Enforcement Advisory Board and local agency hiring of graduates. As a direct result of the relationship, local agencies continue to donate 1-2 Recruit Training Officers per day (M-F). This represents a savings of the college of approximately $25,000 per academy class.

5. The Police Science Program continues to enjoy a seasoned group of instructors who maintain all training requirements to maintain eligibility to teach in a police academy. The Academy currently employs 57 part-time instructors who provide all aspects of training. The program enjoys an average turnover rate of 4% annually.

6. The Police Science Program training facilities are in excellent condition with equipment replaced and repaired annually through VTEA funds and academy trust accounts supported through profit-sharing agreements with BIC’s and student rental of equipment.

What improvements are needed?:

1. While not mandated for certification, POST (Peace Officer Standards and Training) strongly recommends the use of instructor lesson plans. Lesson plans allow Academy Staff to monitor that all curriculum is in compliance with POST and a complete lesson plan allows a substitute instructor to teach a class when needed. In 2014, lesson plans were mandated for the Fall semester and instructors are complying, however, the quality of the product needs to improve.

2. While the Academy program has seen significant increases in applicants over the past two years, the increase has not resulted in full classes. Current selection criteria uses the written entrance examination score and the physical agility test score to rank candidates for the 62 seats available. All other eligible candidates are placed on a waiting list and encouraged to continue in the process. Unfortunately, a significant number of selected candidates and reserve candidates drop from the process and classes ultimately start with less than seats available (refer attached document – Academy Applicant Process). Selection criteria needs to be reviewed to identify the most likely successful candidates.

3. In 2011, the college placed the Extended Police Academy (weekend program) in abeyance due to budget issues. This action was taken with the support of the Law Enforcement Advisory Board. However, there has been a consistent request from the Advisory Board to place the Extended Academy back on the schedule as soon as the budget allows. There is a significant student population who are qualified to pursue positions in law enforcement, but are not able to attend a full-time intensive program. The Extended Program meets the needs of those students and did so consistently for 13 years.

4. Currently, the Intensive Academy begins in August (fall semester) and February (spring semester). The program runs almost 6 months, which carries the class into the next semester (summer or spring). Due to the start date of the academy classes, students are only eligible for one semester of financial aid (29.5 unit certificate). If the start dates were delayed and a more significant portion of the academy was in the second semester, students may be able to qualify for two semesters of financial aid.
Overall Outcome Achievement: The Police Science Division currently offers 6 CRN courses each semester. Of those course, 5 are POST-certified courses using specific curriculum and testing required by POST.

Overall performance in the Academy modules have met the goals for student outcomes set in 2013. In each area assessed over two semesters, outcomes for written and manipulative testing well exceeded the 90% goal set in each area. However, not all areas have been reviewed. Additional assessments will continue in all areas through 2015, but indications are that all areas will meet or exceed the 90% outcome goals set.

Overall performance in the 832 PC courses have been above outcomes goals as well. The 832 Laws of Arrest course (40 hours) has met and exceeded written testing on each of two semesters evaluated. The 832 PC Firearms course (24 hours) has exceeded goals once in two courses assessed.

The main area of effort has been devoted to the Academy Preparation Course (PS313). This course is designed to better prepare students for the rigors of academy training. Much of the course is focused on preparing for the academy written entrance examination which has a overall pass rate of approximately 60%. An outcome goal for successful completion of this test was set at 70% of PS313 students. In Fall of 2013, PS313 students had a passing rate of 54%. In Spring of 2014, PS313 students had a passing rate of 60%. In the effort to better evaluate the effectiveness of the curriculum, the POST Academy entrance examination was offered twice during the Spring semester (once in January and a second version in May). Students who took the test in January showed an average of 9.1% improvement on the May test. This same assessment is now planned for the Fall 2014 semester to add additional data. Factors to be considered upon further review will include assessment of specific areas of improvement (reading / writing portions of the test) and the possible impact of simply offering the test twice in a semester. Curriculum changes will be considered at that time.

Changes based on outcome: At this time, no specific changes have been made as the result of the assessments of student outcomes. As mentioned earlier, in the POST-certified courses
achievement: (Academy / 832 PC), the outcomes have been very favorable and we have limited flexibility on curriculum. The current emphasis is on the Basic Academy Preparation Course (PS313) due to its not meeting the goals set. Potential changes to be considered at the completion of the Fall 2014 semester.

Outcome cycle evaluation: The Police Science courses are on a three-year assessment cycle ending in 2015/2016. Outcomes in each course will be reviewed annually during the cycle to insure goals are being met. Specific attention will be given to areas where goals are not meeting the effort to improve student performance or set more realistic outcome goals. The Division has one adjunct faculty member who works on PS313. All other courses are monitored by the Program Director with input from the Course Coordinators (classified).

Action: Extended Police Academy Program

Reinstate the Extended Police Academy Modules effective Fall of 2015.

Implementation Timeline: 2015 - 2016
Start Date: 08/07/2015
Completion Date: 07/10/2016
Status: Proposed

Identify related District Objective #2

course/program outcomes:
The option for an extended Academy Course will allow students to have part or full-time employment, which will impact their ability to maintain financial stability, which will improve their level of success.

Person(s) Responsible (Name and Position):
Kevin Mizner, Program Director

Rationale (With supporting data): In 1998, COS implemented an Extended Police Academy Program to meet the needs of students who were unable to attend the intensive format academy during the week. The Extended Program continued annually through 2011, when it was put into abeyance due to budget. In its last offering in 2011, the course generated 80 FTE with 48 students completing the course. Since the cancelling of the course, there has been consistent inquiries from students interested in the program. In addition, two extended Reserve Modular courses (Modules III/II) in Fresno and Porterville graduate in May of each year. A significant number of those students would continue in our Module I in an Extended format but cannot meet the schedule of the Intensive format. In addition, the Academy Law Enforcement Advisory Board continues to request that the program be reinstated at first opportunity due to the quality of candidate that the program typically produced.

Priority: High
Safety Issue: No
External Mandate: No
Mandate Explanation: N/A

Add Resource Request for Action

<table>
<thead>
<tr>
<th>Resource Description</th>
<th>Why is this resource required for this action?</th>
<th>Notes (optional)</th>
<th>Active</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academy Coordinator - 24 hours weekly (11 months)</td>
<td>The Extended Academy will generate approximately 60-70 FTE based on previous experience. Approval of the course will require classified support staff to meet POST requirements. The Coordinator is required to oversee the class which will meet 24 hours weekly. The Clerical Assistant will provide needed clerical support for the Administrative Assistant assigned to the Division.</td>
<td>This is the staffing assigned to the Extended Police Academy that operated from 1996-2011. All support infrastructure (desks, computers, phones) currently in place.</td>
<td>Yes</td>
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<tr>
<td>Clerical Assistant - 20 hours weekly (11 month)</td>
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<td>Classified- New/Replacement</td>
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Action: Academy Start Dates - Financial Aid

Initiate discussions and planning toward adjusting Academy start dates to better facilitate financial aid to students.

Start Date: 11/03/2014
Completion Date: 08/03/2015
Identify related course/program outcomes: This action best relates to overall student success. (Provide effective academic support services as measured by an increase in the rate at which students successfully complete courses.) Students will be more successful if financial plans can be better supported for an intensive program.

Person(s) Responsible (Name and Position):
Kevin Mizner

Rationale (With supporting data): Students in the Intensive Academy complete 29.5 units of credit over a period of 24 weeks. The course begins in one semester and finishes in the next, however, due to the financial aid schedule, students are eligible for only one semester of financial aid. If the academy start dates changed to later in the semester, a larger component can be placed in the next semester which can result in additional financial assistance. Students who have the opportunity to have two semesters of financial aid should have the ability to be more focused on their studies.

The challenge will be a potential overlap of several weeks which will require additional coordinator hours and classroom space to manage.

Priority: High
Safety Issue: No
External Mandate: No
Mandate Explanation: N/A