

**MINNESOTA BOARD OF
PEACE OFFICER STANDARDS AND TRAINING**

TRAINING COMMITTEE MEETING
POST Board Office
1600 University Avenue, Suite 200
St. Paul, MN 55104

April 9, 2015

Committee Members

Present

Mr. Dave Bentrud
Dr. Everett Doolittle
Ms. Mylan Masson
Ms. Janell Rasmussen
Ms. Becky Swanson
Mr. Kent Wilkening, Chair

Staff Present

Mr. Nate Gove
Ms. Deb Soderbeck
Ms. Peggy Strand

Committee Members

Absent

Mr. Steve Stotko

Others Present

Mr. Bryan Litsey
Ms. Marta Moore
Mr. John Swenson
Ms. Mary Vukelich

Chair Wilkening called the meeting to order at 10:00 a.m. The first order of business was approval of the agenda. He requested Items 8 and 10 be moved forward to follow Item 4.

- **MOTION:** Ms. Rasmussen moved to approve the agenda as amended. Ms. Swanson seconded the motion. The agenda was approved.

The next agenda item was approval of the July 10, 2013 Training Committee meeting minutes.

- **MOTION:** Ms. Masson moved to approve the minutes. Ms. Rasmussen seconded the motion. The minutes were approved.

Announcements: None

Testing Accommodations Form: Mr. Evans, Testing and Licensing Coordinator, was out of the office so Ms. Strand updated the committee. At the last Training Committee meeting the committee suggested the Testing Accommodations Form(s) be reviewed by the Board's attorney before they were put into use. Ms. Strand reported that was done and the forms approved. Ms. Swanson asked how often requests were received for accommodations. Ms. Strand told her requests for extra time or for a separate, quiet space were relatively common but that POST had received only two requests for the exam to be read to the student in at least five years. Ms. Masson asked that the information become a part of the application process so the students requesting such accommodations don't have to wait longer than other students to take the exam or be singled out. She also asked that the forms and information about special

accommodations be provided to the PPOE Coordinators so everyone is aware of the process.

For-Profit Schools in the News: Ms. Strand informed the committee that POST Rules require every PPOE provider be regionally accredited. Several for-profit schools were denied approval by the POST Board to offer the Professional Peace Officer Education (PPOE) program because they weren't regionally accredited. The Minnesota School of Business erroneously called "regional accreditation" a discriminatory practice. As reported in the news, some for-profit schools are being investigated by the Minnesota Attorney General's office for using "misleading practices / advertising" because students paying for and graduating from their programs don't earn degrees that make them eligible to be a peace officer in the State of Minnesota as they thought they would. Ms. Strand said, "Regional accreditation is the gold standard and we are in good stead." Dr. Doolittle commented, "There are some really good for-profit schools. Rasmussen went through the process to become regionally accredited. Regional accreditation is the gold standard. If other schools want to offer the PPOE, they can achieve that by going through the regional accreditation process."

Chair Wilkening thanked the committee for accommodating his schedule whereby he was then able to attend the Training Committee meeting and another meeting later in the day rather than a day apart.

2015 Professional Peace Officer Education Learning Objectives: Ms. Strand recapped the lengthy, extensive process of the development of the 2015 revision of the PPOE learning objectives. The last comprehensive rewrite took place in 1992. This project started in 2012 with a full-blown task analysis that was very complex, time consuming and expensive. Ms. Strand, Ms. Mary Vukelich (Century College), and Ms. Mylan Masson (Hennepin Technical College) attended DACUM (Develop a Curriculum) training and that kicked off the process. After an intensive, 2-day meeting with twelve of the "brightest and best" peace officers from varying agencies throughout the State, they developed a list of duties and tasks. A survey of those tasks was conducted with law enforcement for validation of the tasks. Ms. Strand, Ms. Vukelich and Ms. Masson received much feedback which was then incorporated into the tasks and objectives. Next came analysis of the tasks for effective performance of the job by professionals with peace officer experience. The analysis lent itself to the development of the learning objectives which were then presented at regional Minnesota Chiefs of Police meetings around the State for "ranking" of critical tasks, which also provided the opportunity for input. Mr. Bentrud recognized Ms. Strand, "For her hard work, and I know this was a stressful project for her." Ms. Strand asked the committee for comments and whether or not they thought the project was ready to go before the Board on April 23rd.

Mr. Bentrud said, "I for one feel very good about this draft, this "living document. It is a great start to reorganizing and freshening things up." Ms. Masson offered, "I think we have worked this sucker to death. We have given everyone an opportunity (for input), any concerned groups, everybody. I think we should move forward and accept it as is. What's nice about these objectives is they are fluid and can be changed easily without going through revisions all the time." Chair Wilkening looked for a motion.

- **MOTION:** Ms. Masson moved to approve the 2015 Learning Objectives and move them on to the full Board. Mr. Bentrud seconded the motion. Discussion ensued. Ms. Swanson asked those who worked on the learning objectives if they had any hesitations. Ms. Strand replied that the way the learning objectives have been organized into a database, the subsequent exam information generated will be an advantage to the schools. She also explained the ease of changing a learning objective when necessary. Ms. Vukelich hoped the Learning Objectives would move forward as the impact to the schools would take at least until January 2016 before they could incorporate them into their programs. The motion was approved.

Ms. Masson thanked Ms. Strand saying, "This could not have happened without her." Ms. Strand said she appreciated all the voluntary work provided by Ms. Masson, Ms. Vukelich, and all the others. Chair Wilkening thanked all involved adding, "I know it has been a lot of work."

Survey on PPOE Coordinator Qualifications: Ms. Strand said the primary issue is the difficulty four-year schools have filling the PPOE Coordinator position(s) due to the qualifications as set by POST that has to co-mingle with the school's qualifications. She'd surveyed the baccalaureate schools and of the ten who responded, six agreed they have a problem filling the position, the other four she had personal knowledge they'd had problems in the past. Dr. Doolittle, who originally brought the issue to the committee, said the required "three-years of experience" is a very insignificant time requirement and "criminal justice agency" could mean Probation or Corrections. "I don't think this should be resolved here."

- **MOTION:** Dr. Doolittle moved to address the issue with the formation of an Ad Hoc committee. Ms. Masson seconded the motion. The motion passed.

Survey of License Eligible Candidates: Ms. Strand reported on Mr. Evans' behalf. At the request of Mr. Gove, in January 2015, Mr. Evans conducted a survey in hopes of answering the question, "What happens to license-eligible people who don't get a (licensed) job?" Based on the responses he received, he prepared a report and copies were provided to the committee. Ms. Strand summarized some of the highlights. Dr. Doolittle commented, "This is really excellent (information) because at the colleges you can't really stop somebody from pursuing the education, but the process of hiring may be what is separating out those who shouldn't be in a law enforcement position." Ms. Strand added, "This could be helpful in advising students as well."

Mr. Gove commented it was outstanding to get a 22% response to the survey and complimented staff for an excellent job. The results could be used to answer questions about trends and perceptions, and how the responders view their personal experience. "I think it is something we should continue to do on a fairly regular basis in the future, otherwise we are just grasping at straws. We know that only one-third of the people who pass the exam get hired," he said. The committee made the following recommendations relative to the survey: the results be sent to all the PPOE coordinators, that it be reproduced on a regular basis, and that we ask coordinators to

review the questions and for their input into what additional questions could be asked or how to word the questions for the most useful responses.

Survey of PPOE Schools Regarding Admissions Standards and Program

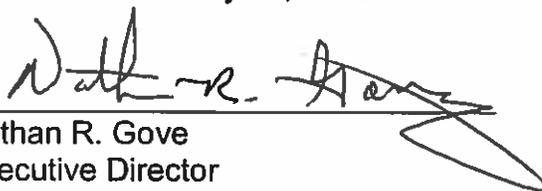
Operation Practices: In response to various criticisms by Chief Law Enforcement Officers (CLEOs) regarding consistency and uniformity in the delivery of the PPOE programs, Mr. Gove asked Ms. Strand to survey the schools who provide the PPOE about admissions standards and program operating practices. Ms. Strand's survey covered seven different areas in an effort to determine uniformity and variance, i.e., physical fitness, psychological screenings, granting waivers, backgrounds, academic standards, counseling, etc. Mr. Gove said, "We have 29 PPOE providers at 32 locations. Beyond anecdotal stories, we need to get a handle on the differences and similarities so I can respond and provide feedback." The survey is directed more at the skills-type of providers to see if there are areas that POST may need to address. Ms. Strand set a response due by date of May 29, 2015 and she would provide an update at the July Board meeting.

- **MOTION:** Mr. Bentrud moved to adjourn. Ms. Swanson seconded the motion. Chair Wilkening adjourned the meeting at 11:15 a.m.

The foregoing minutes were approved by the Training Committee of the Minnesota Board of Peace Officer Standards and Training when it met on July 13, 2016.



Kent Wilkening
Committee Chair



Nathan R. Gove
Executive Director