

A message from the Director

For the last fifteen years, the Justice System Training and Research Institute (JSTRI) at Roger Williams University, under the guidance of Bob McKenna and Denise Owens, has partnered with the New England Association of Chiefs of Police to provide professional development opportunities to criminal justice agencies. Through our well-respected Command Training Series, the JSTRI has assisted organizations in developing future leaders across the region. This is especially timely given the challenges confronting justice agencies across New England in the 21st century.

Our vision going forward is to continue to offer professional development programs to foster innovation, lead change and pursue evidence-based solutions to contemporary criminal justice issues. Our institute strives to maximize the talent that resides within your organizations through leadership education, continuous learning, and the enhancement of critical thinking skills. We want to build the problem solvers of the future. JSTRI can help enhance organizational effectiveness through the growth of information sharing and analytics. With the expansion of analytical capability, agencies have an opportunity to use data-driven decision-making to deploy resources more effectively.

One of our focus areas will be to assist police agencies with institutionalizing the philosophy and practice of community policing. Our faculty and staff have experience with community policing education, strategic planning, partnership building, and the development of community surveys.

JSTRI would welcome an opportunity to partner with justice agencies to evaluate their current programs, perform policy analysis or conduct other action research that supports the agency's mission.

Please take a moment to visit our web site at:

<https://www.rwu.edu/academics/schools-and-colleges/sjs/jstri>

to review our schedule of workshops, seminars, and courses.

David E. Lambert, Ph.D.

Assistant Dean and Director
Justice System Training and Research Institute (JSTRI)

Caitlin O'Connor

Assistant Director
Justice System Training and Research Institute (JSTRI)

COMMAND TRAINING SERIES SCHEDULE

March 2-6, 2020

Mid-Management Course

March 23-April 3, 2020

First Line Supervisor Course

FIELD TRAINING & EVALUATION SCHEDULE

March 17-20, 2020

Field Training & Evaluation Program Course

April 21-23, 2020

FTO Coordinator Seminar

May 19-22, 2020

Field Training & Evaluation Program Course

Visit our web site for updated schedules,
news and to register online for seminars:

<http://sjs.rwu.edu/jstri>

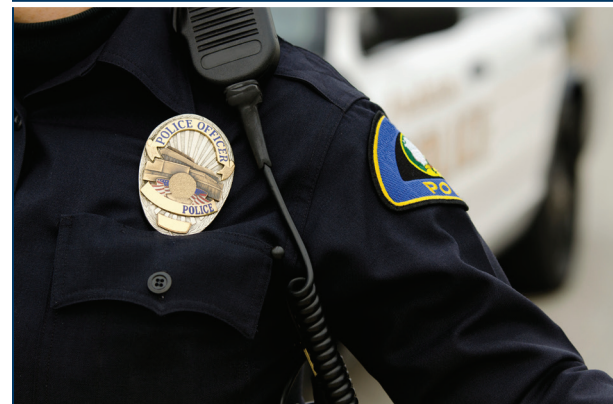
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JUSTICE SYSTEM TRAINING & RESEARCH INSTITUTE



*In Partnership with the
New England Association
of Chiefs of Police*



**Roger Williams
University**

COMMAND TRAINING SERIES

The **COMMAND TRAINING SERIES** conceptual continuum of courses is intended as a leadership, supervisory, and management professional development strategy. Each course has been designed to provide personnel with the knowledge and skills appropriate to their roles in a modern police department and are delivered by experienced law enforcement practitioners and academics.

The two-week **COMMAND TRAINING SERIES: FIRST LINE SUPERVISOR COURSE**, that has been designed primarily for Sergeants, addresses topics including: *Myers-Briggs Type Indicator - Leadership & Communication Styles and Transitions; Labor Relations; Conflict Management; Performance Appraisals; Data Analysis, Problem Solving, & Planning; Situational & Crisis Leadership and Followership; Legal & Labor Law for the First Line Supervisor; and Ethical Decision-making.*

The one-week **COMMAND TRAINING SERIES: MID-MANAGEMENT COURSE**, that has been designed primarily for Lieutenants, addresses topics including: *Emotional Intelligence; Leadership & Management Principles; Organizational & Interpersonal Communications; Organizational Culture & Change Management; Project Management; Budget Management; Legal & Labor Issues; Problem Employees & Conflict Management; and Contemporary & Critical Issues.*

The **COMMAND TRAINING SERIES: EXECUTIVE DEVELOPMENT COURSE**, that has been designed for officers typically holding the rank of Captain, Major, Deputy Chief, or Chief, addresses topics including *Reflective Leadership; Research and Policy Development; Strategic Thinking & Planning; Understanding the Role of External Information & Individuals in Police Executive Decision Making; Budget Development & Management; Legal Issues & Risk Management; Labor & Management Relations; Organizational Culture & Change Management; Ethical Decision-making; Managing the Political Environment; and Communication for the Executive.* Course delivery involves six days of classroom work (two 3-day sessions) and six weeks of web-based distance learning.

FIELD TRAINING & EVALUATION PROGRAM SERIES

The four-day **FIELD TRAINING & EVALUATION PROGRAM - FTO** course has been designed to provide formal training and practical information for personnel who will become Field Training Officers (FTO's) in their police department. The course, through reference to the "San Jose Model", addresses *specific teaching methods applicable to adult learners; performance evaluations using standardized rating procedures; remedial training techniques; legal issues in recruit training; ethics; leadership; communication; and evaluation, retention, & dismissal.*

The three-day **FIELD TRAINING & EVALUATION PROGRAM - COORDINATOR COURSE** has been designed to provide practical information for police administrators, mid-level managers, or first line supervisors responsible for the supervision and management of a *Field Training & Evaluation Program*. Based on the "San Jose Model," topics will include: *Overview of the Field Training and Evaluation Program; Field Training Officer (FTO) selection, retention, & evaluation; establishing & maintaining the "Rook Book"; remediation - identification & facilitation; trouble shooting your FTO Program; and ethical & liability issues.*

TESTIMONIALS

"In a democratic society policing can be very complex. The citizens we serve deserve officers who continue to advance their knowledge base and the skills necessary to meet the community's expectations and needs. Roger Williams University's Justice System Training & Research Institute has established a program that provides officers with the opportunity to acquire and refine these skills. Beginning with the Field Training Officer program and right through the Command Training Series Courses, these educational programs empower officers by giving them the tools they need to influence others, bring about change, and develop as future police leaders."

Chief Brian W. Sullivan
Lincoln, Rhode Island Police Department

"The Providence Police Department has come to rely on the Justice System Training and Research Institute offered by Roger Williams University to supplement the training of the department's newest leaders. Policing is based on consistency and balance which is a challenge in this ever changing environment. It is important that the leaders of our agency obtain the knowledge and skills which are reflective of a police department current and up to the minute. The courses offered cover a wide variety of topics that are pertinent and allow our newly promoted officers the skills that will provide them with leadership capabilities and confidence, enabling them to become effective forces of change in this important and evolving field. In an agency the size of the Providence Police Department, it is imperative that we provide this training, and we are fortunate to have an exclusive program so close. Our officers return from the training assured, confident, and positive. We are privileged to be able to partner with the Justice System Training & Research Institute."

Chief Hugh T. Clements, Jr.
Providence, Rhode Island Police Department

"Beginning in October, 2003, the formal partnership between the Justice System Training & Research Institute in the Roger Williams University School of Justice Studies and the New England Association of Chiefs of Police, Inc. was established. The collaboration has, as its primary purpose, the presentation of conferences and training for law enforcement management professionals through New England on current topics and issues concerning the criminal justice community. The University welcomes the opportunity to contribute to the over 40 year long tradition of the New England Association of Chiefs of Police and their provision of relevant, contemporary training to police officers. The members of the Justice System Training & Research Institute continue to look forward to contributing to the enhancement of that tradition by conducting programs within a professional school devoted to the study of criminal justice in a university setting. The New England Association of Chiefs of Police truly appreciate their partnership with Roger Williams University and is proud of the fact that this partnership has afforded thousands of law enforcement professionals throughout New England with the training and skills required in today's profession."

Chief Kevin L. Schofield
Windham, Maine Police Department
NEACOP President 2018-2019