Police Professionalization   
Exchange Program

# Level 1 Online Training Modules

Global Ties U.S. has created a 21-hour set of online training modules developed by U.S. experts to further the objectives of the Police Professionalization Exchange Program. Consisting of seven approximately 3-hour modules, cohorts of police department and academy leaders will gain insights on a number of topics aimed at improving professionalism and quality service provision by police officers in Mexico. Topics include effective recruitment, administering a respected department, and data-driven policing. These modules can be taken as stand-alone training opportunities, or in conjunction with additional face-to-face training in Mexico or the United States.

## Target Audiences

Front-line supervisors and mid-level managers in state and local police agencies across Mexico.

## Level 1 Program Learning Outcomes

* Understand current trends within the field of policing.
* Develop expertise as a law enforcement professional.
* Explain concepts, theories, and practical applications in the policing profession.
* Describe the strategies and tactics used to develop and maintain agency professionalization and integrity.

Module Descriptions  
Training modules cover the following seven core topic areas, including sub-topics. Learning outcomes follow each module description.

### Module 1: Effective Recruitment and Training of a 21st Century Police Force

Attracting dedicated, professional police officers is an ongoing challenge for most agencies, especially given the rigorous training officers need to complete before going out into the field. In this module, you will learn about proven recruiting and training strategies needed to build a modern, 21st century police force. Discover the range of opportunities available through academy training content, reality-based training (RBT), and field training programs.

#### **Learning Outcomes:**

* Identify qualities of a 21st century police officer and describe recruitment best practices.
* Create a recruitment plan to attract candidates that fit the 21st century police officer model.
* Formulate a list of qualities and qualifications for 21st century field training officers.
* Design a sample reality-based training program for your agency.

### Module 2: Administering a Professional and Respected Department

These essential police leadership tools will help you to administer a department that has the public’s trust. Gain insights into supervisory techniques that allow for rapid response and sustain long-term professionalism. Learn how to keep your force’s health and wellness in mind, with particular consideration for the unique stressors faced by law enforcement officers. Finally, hone your data and analysis skills to develop budgets and strategic plans.

#### **Learning Outcomes:**

* Recognize essential skills in staff leadership and supervision.
* Understand how to help your team better manage their stress and overall wellness.
* Demonstrate how to use data to inform your strategic planning.
* Develop a sample budget that implements your planning.

### Module 3: Data-Driven Policing: Incorporating Technology in Investigations and Crime Prevention

In this module, learn about the vital role of patrol officers in securing crime scenes, ensuring proper chain of custody for evidence, taking statements, and filing reports. From there, you will explore how crime and traffic data can inform your strategic and tactical decision-making, with particular emphasis on the Data-Driven Approaches to Crime and Traffic Safety (DDACTS) method.

#### **Learning Outcomes:**

* Explain best practices in collecting and securing evidence.
* Demonstrate the value of careful documentation to support prosecutorial efforts.
* Describe DDACTS and other data collection methods that can inform your decision-making.
* Identify an area where your department can improve its data collection.

### Module 4: Best Practices in Community Policing

Community engagement is essential for success in policing. You will gain insights into the distinction between traditional policing, and the deployment implications of taking a community policing approach. Core topics covered include community-driven problem solving strategies, media engagement, and procedural justice. You will also learn about working with high-risk populations, including people with mental health issues, LGBTQ communities, immigrant groups, and religious minorities.

#### **Learning Outcomes:**

* Define the difference between traditional and community policing.
* Demonstrate how police can work in partnership with the communities they serve.
* Identify outreach strategies for communities that may be reluctant to engage with police.
* Understand the role of technology tools in enhancing community policing efforts.

### Module 5: Advanced Community Policing and Community Relations

Community policing is as much an organizational philosophy as it is a set of on-the-ground strategies. In this module, you will gain insights into the philosophical underpinnings of the community policing model and develop a plan to replicate successful community policing initiatives in your community. Core topics covered include additional engagement strategies for communities reluctant to interact with police and strategies to engage local businesses as part of your agency’s community policing approach. Finally, learn how crisis communications and media relations inform public perception of and trust in the police.

#### **Learning Outcomes:**

* Describe and defend your view on community policing as a philosophy.
* Describe additional outreach and engagement strategies for communities that may be reluctant to interact with police.
* Formulate a list of strategies to engage local businesses as part of a comprehensive community policing strategy.
* Develop a plan for how to pilot and replicate successful community policing initiatives in your community
* Demonstrate improved skill in interacting with the media in a crisis.

### Module 6: Understanding and Investigating Gender-Based Violence

In this module, learn about types of gender-based violence like intimate partner violence, sexual assault, stalking, and street harassment, so that you can better identify and investigate it. In addition, gain insight into different techniques you can use when working with survivors and ways to connect them to support and prevention services. Finally, develop skills in documentation, interrogation, and evidence gathering to ensure successful prosecution of gender-based violence cases.

#### **Learning Outcomes:**

### Understand the types of gender-based violence, including intimate partner violence, sexual assault, stalking, and street harassment.

### Identify how technology platforms have changed the nature of gender-based violence.

### Apply different techniques to approach survivors with sensitivity, including survivors from marginalized identities, as well as connect them to support and prevention services.

### Develop skills in documentation, interrogation, and evidence gathering to ensure successful prosecution.

### Module 7: Professional Integrity: Law Enforcement Ethics & Internal Affairs

Maintaining the public trust means ensuring that officers and agencies are seen as acting with integrity. Gain insights into policies and procedures you can put in place to instill a culture of ethical behavior throughout your department, including the role of an internal affairs unit. You will also learn how prosecutors investigate police misconduct and how to apply best practices used in internal affairs criminal investigations to your work at your agency.

#### **Learning Outcomes:**

### Understand issues surrounding ethical decision making in the field of law enforcement.

### Articulate how to set up an internal affairs unit.

### Create a plan to advocate for a strong internal affairs unit in your agency.

### Understand how to maintain independence in an internal affairs investigation.

### Identify and apply best practices used in internal affairs criminal investigations.