



**Instructional Program Review – Annual Update
2022**

Date:	March 30, 2022
Program and Department:	Public Safety – Law Enforcement
CTE Program?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Additional programs included in this review:	Sub-Programs: Law Enforcement Academy, Advanced Officer Training, Perishable Skills Training, CORE (Corrections Academy)
Date of last comprehensive review:	12/20/2017 (2011-2017 6-Year Comprehensive Review)
Submitted By:	Ken George
Attachments (* as needed):	<input type="checkbox"/> 6-year assessment plan – All programs, when applicable <input type="checkbox"/> 2-year scheduling plan <input checked="" type="checkbox"/> Justification for Resource Requests (if needed)

I. Alignment of the Program with the AHC Mission

AHC Mission: Allan Hancock College fosters an educational culture that values equity and diversity and engages students in an inclusive learning environment. We offer pathways that encourage our student population to achieve personal, academic, and career goals through coursework leading to associate degrees, certificates, transfer, and skills building.

a. Have there been any changes that would require a change to your Program Mission?

1. Create Law Enforcement Associate in Science degree (in draft mode)

b. Explain how your program mission aligns with the college mission.

The college mission and values can be found here:

<https://www.hancockcollege.edu/about/mission.php>

The mission of the Public Safety Department, Law Enforcement Training Program is to provide professional and contemporary training curriculum that meets the training standards as set forth by the California Commission on Peace Officer Standards and Training (POST), Standards and Training for Corrections (STC). The training also meets the rigorous standards set forth by Allan Hancock College and fulfills the current needs of the local and state-wide workforce.

Allan Hancock College was selected by POST to beta test three new sections for the basic course: De-escalation training, Tactical Medicine Training, Principled Policing/Procedural Justice. These are now included in basic training for all academies in California.

The Law Enforcement Training Program is housed under the Public Safety Department at the Public Safety Training Complex, Lompoc Valley Center and is a designated POST Regional Skills Training Center.

The Law Enforcement Training Program is comprised of four sections:

- The POST Regular Basic Course (Law Enforcement Academy)
- Advanced Officer Training
- Perishable Skills Program
- CORE Custody Academy

We offer courses in entry level peace officer academy training up to executive development, to include perishable skills and advanced officer training.

LE318 – Traffic Collision Investigation (POST certified)
LE310 – Introduction to Law Enforcement Academy (Pre-Academy)
LE320 – Basic Law Enforcement Academy (POST certified)
LE321 – Basic Law Enforcement Academy 1A (POST certified)
LE322 – Basic Law Enforcement Academy 1B (POST certified)
LE329 – State Hospital Peace Officer
LE330 – Core Custody Academy (STC Certified)
LE341 – Emergency Vehicle Operations/Non-Law Enforcement
LE351 – Field Training Officer Course (POST/STC certified)
LE352 – Field Training Officer Update (POST/STC certified)
LE353 – Field Training Administrator (POST/STC certified)
LE355 – Leadership Development (POST/STC certified)
LE356 – Crime Scene Investigation (POST/STC certified)
LE357 – Instructor Development (POST certified)
LE360 – Arrest & Control/Emergency Vehicle Operations Course (POST certified)
LE361 – Force Options Simulator/Emergency Vehicle Operations Course (POST certified)
LE362 – Law Enforcement Driving Simulator (LEDS)/Emergency Vehicle Operations Course
LE363 – Force Options Simulator/Arrest & Control (POST certified)
LE364 – Law Enforcement Driving Simulator (LEDS)/Arrest & Control (POST certified)
LE365 – Law Enforcement Driving Simulator (LEDS)/Force Options Simulator (POST certified)
LE366 – Emergency Vehicle Operations Course (POST certified)
LE367 – Arrest & Control Update (POST certified)
LE368 – Law Enforcement Agency Emergency Vehicle Operations Course Training (POST certified)
LE370 – Arrest & Control Instructor Update (POST certified)
LE371 – Arrest & Control Instructor Certification Course (POST certified)
LE372 – Physical Fitness Training Instructor (POST certified)
LE390 – Driver Awareness Instructor (POST certified) * new course for 2022
LE391 – Driver Training Instructor (POST certified) * new course for 2022
LE421 – Complaint Dispatcher (POST certified)
LE424 – PC832 Arrest (POST certified)
LE425 – PC832 Firearms (POST certified)
LE426 – Patrol Rifle Course (POST certified)
LE427 – Bicycle Patrol (POST certified)
LE440 – Basic Driving Skills (POST certified)
LE441 – Advanced Driving Skills II (POST certified)

LE450 – Firearms Instructor (POST certified) * new course for Fall 2022
LE480 – Women in Public Safety Careers

All peace officers (deputy sheriffs, police officers and allied law enforcement officers) must be POST or STC certified and maintain certification through Perishable Skills Training and Continuing Professional Training (Advanced Officer Training) as mandated by California law. Additionally, all law enforcement academies and departments must be POST certified and are regularly audited and assessed by POST and STC to ensure regulatory compliance.

Thirteen courses are offered to non-peace officers and are open (or limited) enrollment (LE310, LE320, LE321, LE322, LE329, LE330, LE355, LE357, LE372, LE421, LE424, LE425 and LE480).

Certain training subjects are also managed by the Bureau of State and Community Corrections (BSCC) and by Standards and Training for Corrections (STC). These topics include LE330 (CORE), LE424 and LE425 (PC832 Arrest and Control and Firearms), LE351, 352 and 353 (Field Training Officer) classes and LE370 and 371 (ARCON Instructor) courses. These courses also require annual recertification.

We have an additional course, LE329 (State Hospital Peace Officer) which is taught by staff of the Atascadero State Hospital and is run similar to a POST basic academy, but is neither certified by POST or STC. The State Hospital Police Officers fall into a gap in which they are peace officers under PC832, but their powers are limited, therefore only in effect while on the grounds of a state hospital. LE329 is the only course of its kind in the State of California and Hancock College is the sole provider of the training.

II. Student Success, Program Accessibility and Program Capacity

*NO data analysis required this year.

- a. Describe how the program works to promote student success (completions job placement, transfer). Include teaching innovations and use of academic and student support.

Allan Hancock College’s Law Enforcement Program provides quality educational opportunities that enhance student learning and the creative, intellectual, cultural, and economic vitality of our diverse community.

Allan Hancock College’s Law Enforcement Program is a recognized leader in student success through excellence in teaching, learning, and services in an environment of mutual respect. Our commitment is to find innovative ways to enhance student achievement and to always put students first. We operate in a culture of mutual respect and lifelong learning, developing relationships among students and employees to enrich our collective appreciation for diverse ideas, thoughts, and experiences. Our culture is supported by a philosophy that shared governance and academic freedom are primary vehicles in promoting excellence in all teaching, learning, and services through open and honest communication.

Our program sets the standard that student success is a priority. Our academy instructors pride themselves in student success, which is validated by the student's pass rates in academics, scenarios, firearms, driving, physical fitness and arrest and control skills. For instance, several years ago, we were able to purchase SIRT (Shot Indicating Resetting Trigger) training pistols through a CTEA grant. The purpose was to help students train with the training pistol and improve their performance during firearms training. Since S2015, we have not had a student fail the academy because they were not able to qualify on the range.

During S2016, our law enforcement academy program went through its BCCR (Basic Course Certification Review) by POST (Peace Officers Standards and Training). The evaluator who visited to evaluate our Emergency Vehicle Operations Course (EVOC) was very impressed with the realistic training our instructors provided to the students. He had observed several programs throughout the state and he said ours was the best he has seen. Our next BCCR was scheduled for December 2021, but canceled due to COVID. It has been rescheduled for May 2022.

Our academy students are well prepared to enter the field training program at their departments and I believe we have a very high success rate of those passing the field training program and working the streets as a solo officer.

Our Driver's Training Course for academy students has captured the attention of other law enforcement academies in Southern California. We now train recruits from the Orange County Sheriff's Academy, Long Beach Police Department Police Academy, Golden West College Police Academy and Rio Hondo College Police Academy.

- b. List any notable accomplishments of the program (student awards, honors, or scholarships can be listed here also)

In the Law Enforcement Basic Academy program (LE321/LE322), we are able to see how our program measures up to the other academies in academic testing. Here are the ranks from past classes:

Class 123 (S2022: Currently ranked #1
Class 122 (F2021: Ranked #1
Class 121 (S2021: Ranked #1
Class 120 (F2020: Ranked #2
Class 119 (S2020): Ranked #2
Class 118 (F2019): Ranked #2
Class 117 (S2019): Ranked #2
Class 116 (F2018): Ranked #3
Class 115 (Su2018): Ranked #1
Class 114 (S2018): Ranked #1
Class 113 (F2017): Ranked #1

Our LE330 course is one of the few available in the state to train those entering the corrections profession.

III. Quality and Innovation in the Program and Curriculum Review

a. Are you on track in your assessment plan for course and program SLOs? If not, please explain why.

Yes. All courses have current SLO's. Here are the proposed PLO's for our programs:

Basic Police Academy Program

PLO1 - Successfully complete the 22-week course, meeting all of the POST academic, physical fitness, and skills requirements.

PLO2 - Show the ability to execute recommended procedures for responding to various law enforcement situations in the field and utilizing the tenants of policing; service, justice and fundamental fairness.

PLO3 - Recognize various criminal acts and levels of resistance and use recommended procedures for executing lawful arrests, and uses of force/de-escalation.

CORE Custody Academy Program

PLO1 – Successfully complete the course, meeting all of the STC academic, physical fitness and skills requirements.

PLO1 - Understand the roles and functions of the adult criminal justice system and its processes.

PLO2 - Demonstrate problem solving strategies for addressing criminal behavior in a custody setting.

Advanced Officer Training Program

PLO1 - Successfully complete designated courses, meeting all POST/STC academic and skills requirements.

PLO2 - Training designed to enhance student success and career advancement.

PLO3 - Complete POST/STC certification requirements necessary for desired assignment.

Perishable Skills Training Program

PLO1 - Demonstrate POST established minimum level of skill and judgment in designate skills training.

PLO2 - Fulfill requirements, meeting POST mandates and enhance job success.

- b. Have you shared your assessments or improvement plans with your department, program or advisory committee? If so, what actions resulted? If not, how do you plan to do so in the future?

Assessment reports are shared with staff and complete report is in the 6-Year Comprehensive Program Review.

- c. Did any of section, course or program improvement plans indicate that your program would benefit from specific resources in order to support student learning and/or faculty development? If so, please explain.

No.

- d. In reviewing your outcomes and assessments have you identified any and all that indicate a modification should be made to the course outline, the student learning outcomes or the program outcomes? Please state what modifications you will be making.

No changes at this time.

- e. Have all course outlines been reviewed within the last 5 years? If not, please explain the plan to bring course outlines up to date and include timelines for the review and submission to AP&P.

Yes.

- f. For **CTE courses/programs only**, as per §55003, have prerequisites, core-requisites and advisories (PCAs) for courses and/or programs been reviewed within the last 2 years?

Yes. For LE321, we had to modify the course prerequisite of LE310 and make it an advisory for sponsored recruits and those applicants who are currently serving active duty military and do not have to ability to attend LE310 prior to applying for LE321.

IV. Focus and Engagement of the Program

- a. Summarize major trends and opportunities as well as challenges that have emerged in the program

The numbers for the basic academy and CORE academies tend to be stable. Agencies are sending sponsored recruits as they are constantly hiring new personnel. Recently, the numbers of sponsored and independent Academy/Core recruits are on the rise.

Since May 2020, our face-to-face Advanced Officer Training course have continued and in compliance with restrictions due to COVID-19.

The Basic Academy and CORE Academy for S2020, F2020 and S2021 continued with permitted restrictions. The F2021 LE Academy was shortened 5 days due to a COVID outbreak. The class graduated on schedule

Increased need for academy EVOC training is putting a strain on our vehicle fleet. We are seeing an increase of outside law enforcement academies coming to our facility for EVOC training. This is starting to put the coordinator at an increased workload. This extra burden identifies the need of a full-time Perishable Skills Coordinator.

We are consistently watching the law enforcement trends across our nation and attempt to forecast training needs and changes to training.

- b. List any (internal or external) conditions that have influenced the program in the past year.

External – Dealing with COVID-19.

Data for Program with Vocational TOP Codes (CTE):

Please review the data and comment on any trends.

c. Current industry employment and wage data (please cite sources)

TOP Code	Time	County	Occupation	Employment	Annual Salary
333021	5/2018	Santa Barbara	Police / Sheriff	640	\$98,910
333021	5/2019	Santa Barbara	Police / Sheriff	640	\$106,380
333021	5/2018	San Luis Obispo	Police / Sheriff	440	\$93,400
333021	5/2019	San Luis Obispo	Police / Sheriff	530	\$102,710

d. Industry employment and wage trends (Bureau of Labor Statistic)

Industry Code	Industry Title	2016	2026	# change	% change
999200	State government (Corrections)	23,600	21,000	-2,600	-11.0%
999300	Local Government (Corrections)	10,400	9,600	-800	-7.7%
999200	State Government (Police/Sheriff)	60,400	63,500	3,100	+5.1%
999300	Local Government (Police/Sheriff)	6,700	6,900	200	+3.0%

e. TOP code employment CORE indicator report

Code	Area	Job	Change	Hourly	Openings/yr
333012	SB County	Corrections	+1.9%	\$38.88	44
333012	SLO County	Corrections	+19.5%	\$33.88	42
333021	SB County	Investigations	n/a	\$54.82	n/z
333021	SLO County	Investigation	-25.0%	\$42.71	2
435032	SB County	Dispatchers	0	\$21.76	14
435032	SLO County	Dispatchers	+18.2	\$19.17	12
333051	SB County	Police / Sheriff	+11.1%	\$52.69	49
333051	SLO County	Police / Sheriff	0	\$50.86	27

2022 CA Perkins Report

SOC	Description	Perkins V Criteria	College Skill Ass.	Annual Openings	Median Hourly	Median Annual
33-3012	Correctional Officers and Jailers	Both	Middle-Skill	3,633	\$39.92	\$83,034
33-3021	Detectives and Criminal Investigators	Both	Middle-Skill	1,033	\$50.90	\$105,872
33-3051	Police and Sheriffs Patrol Officers	Both	Middle-Skill	6,529	\$53.48	\$111,241

f. Advisory committee recommendations

Nothing to add. The Advisory Committee met April 2021 and October 2021.

V. Continuous Improvement of the Program

a. Status of Final Plan of Action – Post Validation

Summarize the progress made on the recommendations from your last comprehensive program review plan of action

PLAN OF ACTION	ACTION TAKEN/RESULT AND STATUS
Additional full-time Coordinator (Perishable Skills)	Still critical need . We are seeing an increased need for additional EVOC training from other academies across the state. Since most of the classes are contract education, it does not adequately reflect the burden and workload it places on our part-time Perishable Skills Coordinator. This position was full-time and “temporarily” suspended prior to 2014. It was never replaced to the full-time position
AOT / CORE Coordinator	During 2020, the part-time AOT coordinator work full-time to cover both the AOT and CORE duties. Starting in 2021, it reverted to where the duties will be covered by 2 part-time coordinators.
Full-Time (classified) Range Master/EVOC coordinator	This position was recommended in the 2016 strategic plan and has been authorized however, we are still waiting for HR to open the position. This position will oversee and manage operations of the range and EVOC track. Without this position, the range cannot be opened for general use as a revenue generator for the college.
Recruit Training Officer (RTO) Position (classified)	On Dec 31, 2019 our contract with the SB Sheriff’s office sunsetted and that agency withdrew their assigned deputy as an RTO. The LE program is in need of a second RTO position (Instructional Assistant) to replace the loss of the assigned SBSO deputy
Additional Classroom (Student Success)	Installation nearly complete
Upgrades to our Force Options Simulator	New Virtual Reality system provided by POST, no cost to AHC. The new system does not work as promised. We need to keep our current system working.

b. List any new resources that the program received in the past year and the results

- See above

Source	Specific Resource	Est. Amount \$	Impact on program or course outcomes

c. List any new or modified resource requests below, including rationale for these in the table.

Program Improvement Plan (Program, Priority Number, year) Create a unique identifier For example: AT 1 20 for Auto Tech Priority 1 2020	Resource Request & Type (Staff, Data, equipment)	Justification (Evidence of need) Example: Recommendation of Advisory Committee or Update to current technology	Activities For Example: Saturday Offering of AT 100	Program Goal Status (Indicate if this goal is ongoing from a previous Annual Or Comprehensive Program Review or new this year).	Alignment to Strategic Directions and planning goals	Anticipated Outcome (What will the result of the activity be?)	Anticipated Completion Date or On-going
#1 Full-Time Perishable Skills Coordinator	Personnel Staffing \$100,000	Increased need for EVOC and Perishable Skills Training	Annual	On-going request. Position previously funded and now vacant	Goal SLS2 Goal SLS6 Goal IR1 Goal IR4	Help with staffing workload	On-going
#2 Full-Time AOT/CORE Coordinator	Personnel Staffing \$100,000	Eliminate two part-time positions and bring two programs together	Annual	On-going request. Position previously funded and now vacant	Goal SLS2 Goal SLS6 Goal IR1 Goal IR4	Help with staffing workload	On-going

#3 Replace decomposed granite with asphalt on Physical Fitness course	Facilities \$15,000	Replace with asphalt to reduce student injuries	One time	One time	Goal SLS2	Student safety	Completed F2021
#4 Replace lights in Range to LED and add dimmers	Facilities \$2,000	Change out lights to LED and add dimmers	One time	One time	Goal SLS2	Student Safety	F2021 Waiting High Priority
#5 Add access door to firearms facility	Facilities \$10,000 Door install and alarm	Add access door to the range at the 25 yard line for emergency exit and access to filter system	One time	One time	Goal SLS2	Student safety	F2021 Waiting High Priority
#6 Add rotation red beacon above range entry door	Facilities \$500 Install light	Add additional warning of active range for night training	One time	One time	Goal SLS2	Student / Staff safety	F2021 Waiting High Priority
#7 Re-designed Coordinator/ TAC office to enlarge and have both academy coordinators share space	Facilities \$50,000	Combine office space	One time	One time	Goal IR4	Improve work flow	F2021 Waiting for plans

#8 Optical Rifle sights	Equipment \$12,600	Equip training rifle to conform with industry standard	Outfit current rifles with optical sights	Maintain training consistent with industry standard	Goal SLS2	Improved and realistic training	Fall 2020
#9 Traffic Lights for Inner City Grid	Equipment \$100,000	Create realistic driver's training	Install traffic signals at main intersection	Consistent with real life driving environment	Goal SLS2	Improve training	Fall 2020 Spring 2021 Fall 2021
#10 Replace EVOC Vehicles (2)	Equipment \$70,000	Replace damaged Dodge Chargers	Training equipment	Provide safe learning environment	Goal SLS2	Continue required training	Spring 2021 Spring 2022
#11 Additional Prop Buildings	Equipment \$165,000	Add additional training locations 12x20 tough sheds	Training equipment	Provide realistic training environment	Goal SLS2	Improve training	Fall 2021 Spring 2022 Priority
#12 Replace canopy over break area	Facilities \$10,000	Replace aging canopy over break area	Facilities	Cover for students	Goal IR4	Student safety	Fall 2021 Completed S2022

#13 Cover for student waiting area at EVOC and scenario village	Facilities \$10,000	Erect cover for bleachers where students wait for training	Facilities	Provide cover for student. Protection from rain/sun	Goal SLS5	Student protection	Fall 2021 Priority
#14 Fencing in scenario village and inner-city grid	Facilities \$10,000	Erect fencing in scenario village and inner-city grid to aid in scenario testing security	Facilities	Provide more realistic training and testing environment	Goal SLS2	Realistic training	Fall 2021
#15 Replace and/or repair desks in 5-120	Facilities \$25,000	Tables are falling apart and electrical plugs broken	Facilities	Replace aging equipment	Goal IR4	Replace desk	Fall 2021
#16 Plain EVOC vehicle for commentary driving	Equipment \$20,000	Plain used large SUV for commentary driving in Lompoc. Student safety	Training equipment	Safer than driving recruits around town in a police vehicle	Goal SLS6	Safer training	Fall 2021
#17 Dispatcher Training System	Instructional Equipment \$25,000	Dispatch training consoles for realistic dispatcher training	Instructional	Realistic and reliable training	Goal IR4	Realistic Training	S2022 Priority Completed 2022

#18 Lighting for Mock Jail	Facility Upgrade	Provide adequate lighting in learning environment	Facilities	Student safety	Goal SLS2	Replace extension cords	S2022 Completed S2022
#19 SIRT Training Pistols	Instructional Equipment \$12,000	Replace Aging Equipment	Instructional	Student Success	Goal IR4	Realistic Training	S2022 Priority
#20 SKIDCAR platform	Instructional Equipment \$65,850	Replace Aging Equipment	Instructional	Student Success	Goal IR4	Realistic Training	F2022

Alignment to Strategic Directions – planning goals

STRATEGIC DIRECTION: INSTITUTIONAL EFFECTIVENESS District policies and processes ensure the effectiveness of the teaching and learning culture and emphasize collaboration and communication. These will be regularly assessed to demonstrate a commitment to the mission statement.

Goal IE1: To identify the institutional capacity to fulfill the college mission.

Goal IE2: Provide valid and reliable assessment of institutional processes in a consistent and timely manner.

STRATEGIC DIRECTION: STUDENT LEARNING & SUCCESS Provide educational programs and comprehensive student support services that promote student success and respond to qualitative and quantitative assessment of learning. Student success at Allan Hancock College is defined by the achievement of the student’s educational goals.

Goal SLS1: To ensure continuous improvement based on Student Learning Outcomes assessment data.

Goal SLS2: To support student access, achievement, and success.

Goal SLS3: Ensure students are directed help students clarify their aspirations, develop an educational focus they perceive as meaningful and develop a plan that moves them from enrollment to achievement of their goal.

Goal SLS4: Ensure students are focused Foster students' motivation and helping them develop the skills needed to achieve their goals.

Goal SLS5: Nurture students. Convey a sense of caring where students' success is important and expected.

Goal SLS6: Engage students actively involve students in meaningful and authentic educational experiences and activities inside and outside the classroom.

Goal SLS7: Ensure students are connected. Create connections between students and the institution and cultivating relationships that underscore how students' involvement with the college community can contribute to their academic and personal success.

Goal SLS8: Value student contributions Provide students with opportunities to contribute to and enrich the college culture and community.

STRATEGIC DIRECTION: INSTITUTIONAL RESOURCES The responsible and effective development and management of resources (human, financial, technological, natural, facility, and community) Check all that apply.

Goal IR1: To recruit and retain quality employees.

Goal IR2: To develop district financial resources adequate to support quality programs and services.

Goal IR3: To enhance and maintain currency in technology usage/application in support of students and faculty, staff efficiency and operational effectiveness.

Goal IR4: To provide a safe, attractive, and accessible physical environment that enhances the ability to teach, learn, and work.

STRATEGIC DIRECTION: GOVERNANCE Informed leadership, shared governance and communication committed to meeting the needs of the college and community. Check all that apply.

Goal G1: To sustain a college-wide culture that values qualitative and quantitative data in the decision making process.

Goal G2: To sustain a planning framework that values input from all constituencies and the board of trustees.

Goal G3: To refine a committee/process improvement initiative, across campus, to improve coordination, communication, and effectiveness.

STRATEGIC DIRECTION: INTEGRATION Allan Hancock College will be fully integrated externally and internally. Check all that apply.

Goal E1: Community Integration. Partner with workforce and industry to expand pursuit of community partnerships and search out opportunities to tell our story to advance the mission of the college.

Goal E2: Employee Integration. Ensure that every member of the campus actively participates in fostering student success. AHC will provide opportunities to build mutual respect, collaboration, innovation, and creativity in an effort to build student success.