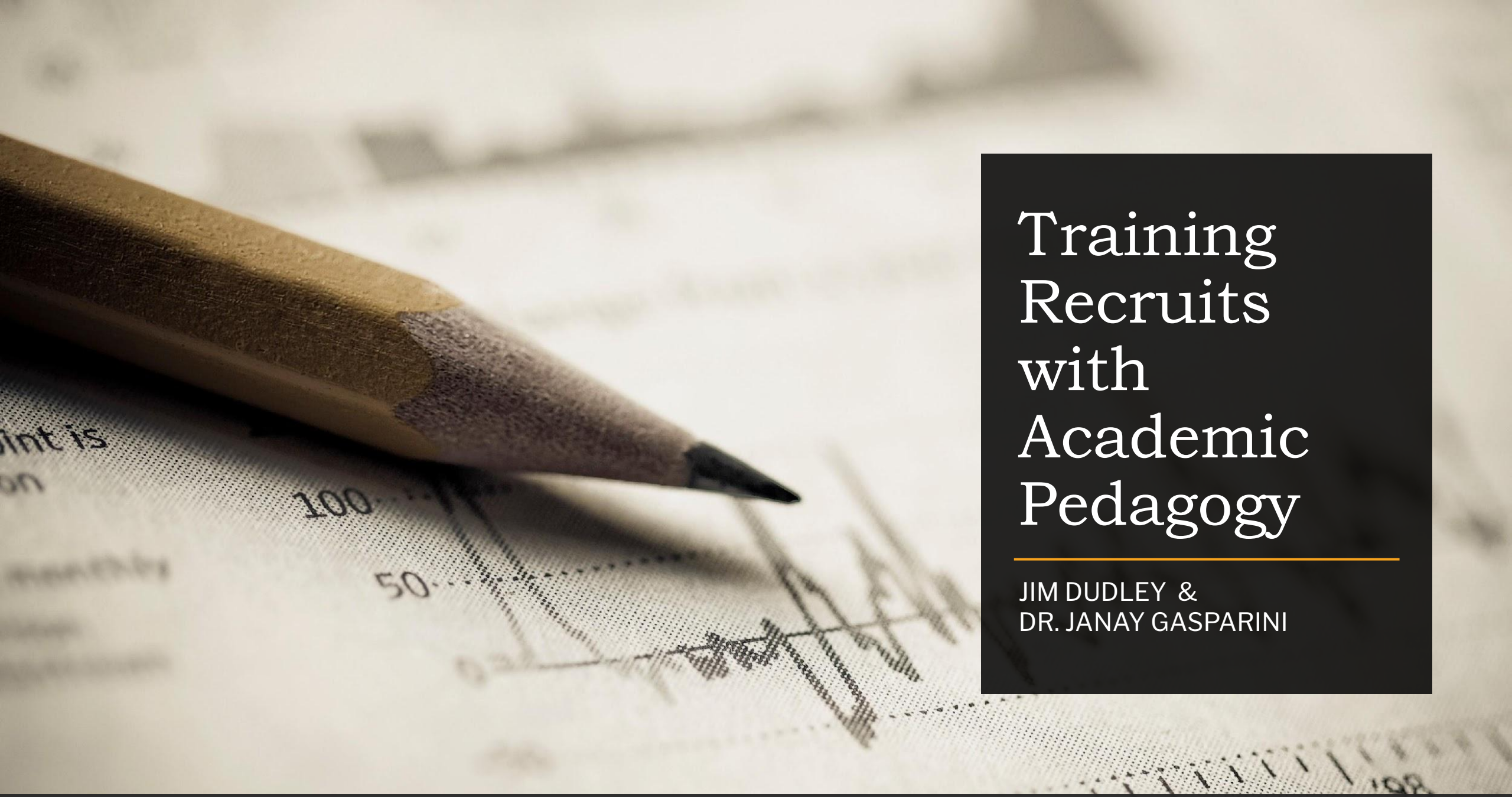

Training Recruits with Academic Pedagogy

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Today's Learning Goals

Introduction and review of history of learning and teaching.

Discuss the transition from traditional teaching methods.

1. Learning about new strategies in Pedagogy.

2. Partner with the Academy- rather than resist them.

3. Apply Pedagogy Styles to Field Training and Field Work.

4. Learn about using multimedia and Exercises.

Important Notes:

Trainers must adhere to their agency training standards.

Officer Safety should never be compromised for the sake of "teaching moments."

Elements of Pedagogy

Definition of *pedagogy* : the art, science, or profession of teaching

The Elements of Pedagogy

Purpose

Why Do We Teach?

Context

What Do We Teach?

Who Do We Teach?

Content

What Do You Teach?

Method

How Do You Teach?

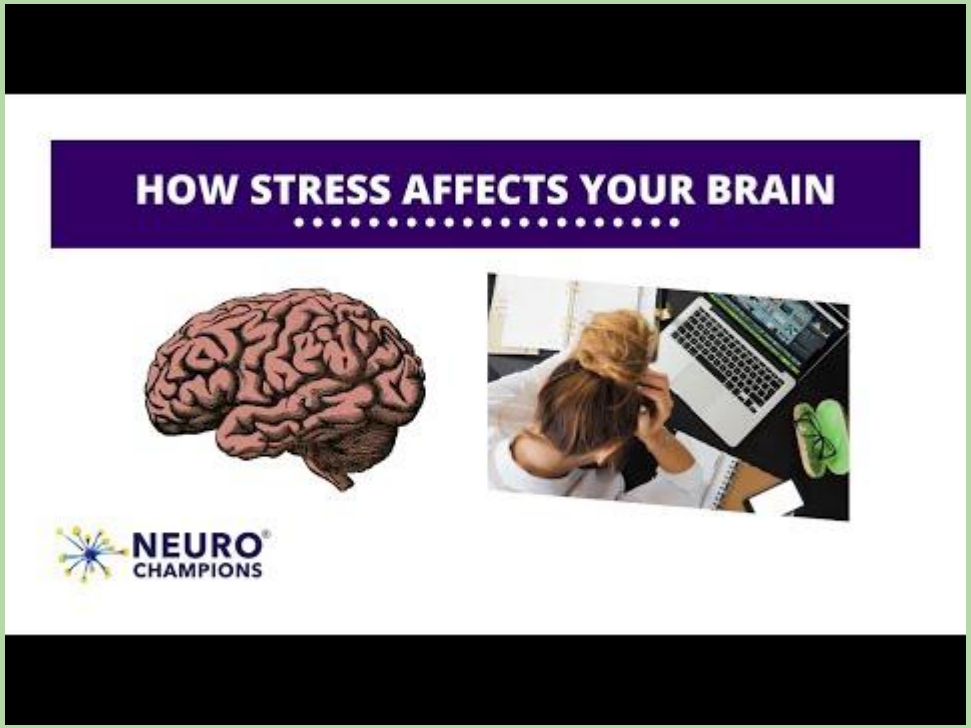
Neural Pathways and Learning

Understand what happens in the brain during complex motor learning (i.e. police training) to maximize learning outcomes

1. Observing and Modeling (watching FTO perform tasks)
2. “Motor Chunks”
3. Visualizing self-performance of task (visualization-based training)
4. Physical performance of task (movement-based training)
5. When visualized and actual movement are successful, positive neurofeedback results, reinforcing the skill or task

Neural Pathways and Stress

Understanding the body's response to stress - consider how this impacts learning:



“Train to Fail?”

The evolution of police training is moving from “Trial and Error” to “Evidence Based Policing Strategies.”

Recruits went from “sink or swim” to sophisticated training from well-trained and experienced Field Training Officers.

Training methods at Police Academies are traditionally desktop learning, studying and exams with few exceptions (Defensive Tactics in the gym, EVOC Training on a Skid Pad, and Firearms Training at a Range).

Attrition rates- why do recruits fail before Academy Graduation?

Messages to Recruits entering Field Training

Eliminate the NEGATIVE

"Don't Hesitate to Terminate."

"Forget Everything You Learned in the Police Academy."

"We've Always Done it this Way."

"Do as I say, Not as I do."

"You're on your Own" –"Sink or Swim"

LAPD Chief : how do incentivize officers?

"We give them a paycheck every two weeks."

Emphasize the POSITIVE

"I'm here for you to succeed."

"If you are not sure- just ask."

"Communication is key."

"How Can I help You?"

"Is that Clear?"

"At the end of the day-we both go home safely."

Recruit Exit Interviews

Who are the new recruits?

"Personal Reasons" cited most among non-finishers

How can we improve at the recruiting stage?

How can we improve at the academy level?

How can we train and retain in the field?

METROPOLITAN POLICE
LVMPD RECRUIT

IN STATE LATERAL OFFICER
$10,000
HIRING
BONUS!
@gpdrecruitment
APPLY NOW
BeGPD.com

BLM
MERCHANDISE
CAN BE REPLACED
BLACK LIVES
CANNOT #BLM
BLACK LIVES MATTER

Let’s Talk

In Academia

Low passing rates are reflected on instructors.

“No Student Left Behind” is Not Absolute.

Different teaching styles must be adapted to Learning Styles.

*Pedagogy: the art, science, or profession of teaching.

*Heuristic: involving or serving as an aid to learning, discovery, or problem-solving by experimental and especially trial-and-error methods.

Heuristic methods help solve problems (as when the evaluation of feedback improves performance in a heuristic computer program).

(*Merriam-Webster- Dictionary)

Heuristic Teaching Pedagogy

Based on the psychology of trial and error theory;

Logical thinking and imagination required;

Teacher poses problem, stands aside while student figures it out;

Develops habits of self-study/self-direction;

Teacher is there for guidance.

Consider the interactions and trust-building that occurs between student and teacher in this model

The Field Training Officer Mindset

You are here.

Be a Lifelong learner.

Learn, Teach, Succeed.

Tell them, Show them, Teach Them, in a Low-Risk Environment.

Strive for the best recruit-to-officer transition.

Retention is a mark of success.

Be Human, Humor is good too, when appropriate.

Model the Desired Behavior.

Reminder*

Officer Safety should never be compromised for the sake of “teaching moments.”

We are not advocating the Lowering of Standards.

Emotional Intelligence of Recruits

EQ: the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict

Imposter Syndrome;

Observers, Viewers;

Confused, Scared, Hesitant, Uncertain;

Eager, Impressionable, Confident;

Fearless, Over-confident, Self-assured;

Resistant, Suspicious.

Today's Learners

Condensed time limits of learning;

Discussion of subject materials,

Two-way communication;

Requires Feedback, Praise and need for Flexibility.

Looks to Modeled Behavior;

Requires Rubrics to understand what is expected: "Inadequate, Minimal Standards met, Exceptional Response to Material."

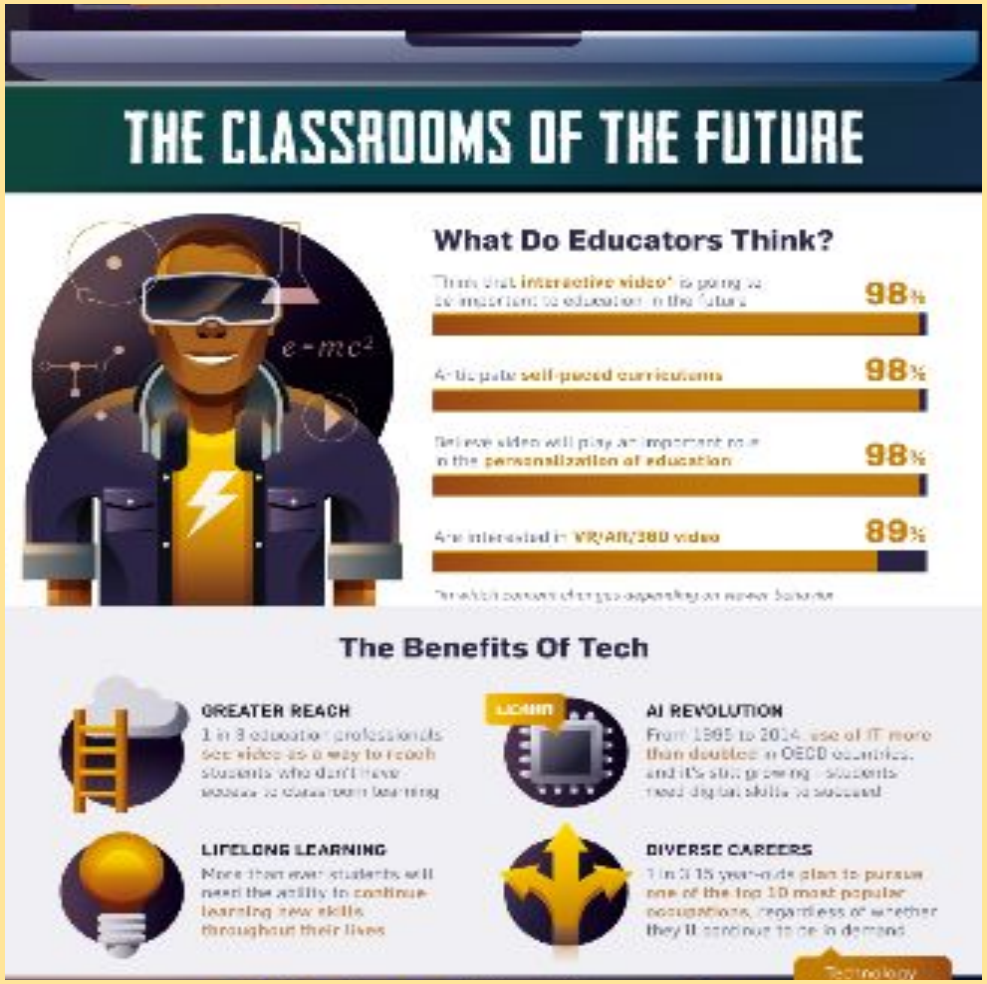
Today’s Learners

TECHNOLOGY:
Virtual Reality, Gaming, Podcasts, YouTubes, Scenario-based exercises, Remote Teaching, and others allow for repetition, and learning styles.

Study Showed Improved Learning by up to 89% using gamification

The effect of challenge-based gamification on learning: An experiment in the context of statistics education.

https://www.sciencedirect.com/science/article/pii/S1071581920300987



12news.com
AXON

Today’s Learners

Prefer low-effort learning strategies (lecture) but do much better learning and retaining with active learning strategies (doing);

Shorter attention spans (think Googling/instant gratification & “gamification”);

Prefer a more laid- back learning environment (not always in LE situations);

Rapport and support from instructor are highly valued.

Examples of Proven Pedagogy

Lecture (Socratic, Inquiry-based);

Reading (Text, articles, online);

Listening (Podcasts, Audio books & recordings);

Viewing (Videos, demonstrations, live demonstrations, Virtual Reality training);

Interactive (Learn by doing, practice and repetition);

Team Approach (working with the Instructor and/or Peers);

Positive Reinforcement and Feedback;

Short Segments of Learning.

Humor in Teaching

Humor Reinforces Memory-

It puts the recruit at ease, it can be a break in tense situations.

Cops are great storytellers-

Tell a story with humor to reinforce:

What can go wrong,

What to avoid,

How to be resourceful.

No-Risk Quizzes

Goal: Low Stress quiz to understand without fear of failure.

Example:

What is a Mandatory Reporter?

Who does the law intended to protect?

What types of crime are Mandatory Reporters responsible to report?

Which professions include Mandatory Reporters and why?

What is the penal code for failure to report?
Is it a custodial arrest or summons?

No-Risk Quiz Enroute to a CFS

(When Appropriate & Safe)

Ask the Recruit the best route to the scene.

Ask about priorities (vehicle positioning, safety precautions, observations).

Duties of Recruit and FTO.

Notifications, etc.

Pre- and Post- Tests

Quiz recruits on knowledge;

Correct or identify errors;

Allow the student to discuss differences or misunderstandings and explain why;

Take the test for grading.

Discuss afterwards to identify any misconceptions.

Critical Thinking and Analysis

The objective analysis and evaluation of an issue in order to form a judgment.

Challenge of shelving emotions/prior held beliefs and entertaining new information and fairly evaluating it

Important to discuss critical thinking with new officers and how it is imperative in police work

Identify moments during field training to practice critical thinking

-Ahead of on-scene arrival, “What if?” scenarios

Critical Thinking Skills

1. Analysis
2. Interpretation
3. Inference
4. Explanation
5. Self-regulation
6. Open-mindedness
7. Problem-solving

Visual Aids

For Reinforcement & Repetition

Station posters that show:

- Report routing codes;
- Dispatch Codes;
- Elements of common crimes;
- Policies;
- Officer Safety Reminders.

5 Studying Strategies to Help Students Learn More

1. Quiz yourself: Instead of repeatedly reading over the same material, pre-quizzing is a studying technique that can enhance your retention of key concepts and information. It's particularly useful before you engage in deeper studying techniques.

2. Spaced practice: Spacing works the same way as high-intensity interval training. Rather than engaging in marathon studying sessions all at once, spacing out your studying into shorter but more focused sessions will improve your retention and retrieval of key information.

5 Studying Strategies to Help Students Learn More

3. Interleaving: Interleaving refers to the kinds of materials and types of problems you're studying. Studying the same thing for a long time offers minimal benefits. But when you mix up the ways in which you study a related topic (flashcard games, writing tasks, or reading a textbook) and the types of problems (mixing lower and higher cognitively complex problems), you're more likely to retain information.

4. Teaching others: One of the best studying techniques is playing the role of the teacher. Having to prepare materials and present information to other people, in a team learning environment, forces the learner to think more deeply about what key lessons and concepts are most important to understand.

5. Individual reflection: The act of intentional reflecting is an effective practice for surfacing consciousness and bringing greater awareness. Engaging in individual reflection before and after engaging in a learning experience activates brain systems that lead to higher grades.

Addressing Issues

In situations involving Officer Safety or the safety of others-

Do not allow the Recruit to make a critical error in order “to catch it.”

Address mistakes after the situation is safe and resolved.

Ensure that the feedback is received or if more time is needed for things to settle.

Give feedback or corrective adjustments immediately, or soon after the event. Do not wait until the end of the day or when bringing up the DOR.

Addressing Failure to Respond to Training

Pre-Post Testing;

Identify Misconceptions;

Give Prompts when needed;

Repeat Tasks & Allow Sufficient Time;

Conduct Remedial Training;

Conduct the Assessment;

Try Using the Same Questions-Rephrased & Using a Different Modality;

Strategies to Daily Conduct

Use Linear Timelines to explain day;

Discuss Roll-call for Situational Awareness;

Checklist pre-Patrol (Equipment, Vehicle, Equipment, etc.)

Explain Roles and Responsibilities & Expectations of the day;

Solicit Feedback & Questions;

Explain the *Grading Rubric;*

[Discuss Limbo Week- ask around room]

Assessing Recruits

Narrative Driving;

Peer-to-Peer assessments;

Self-initiated Activity;

Sergeant Ride-Alongs or Peer FTO Ride- Along;

Team-Teaching for Different perspectives and Styles.

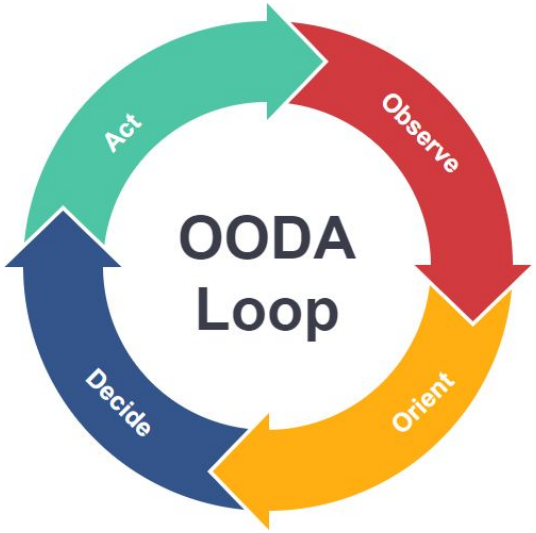
Problem Solving Strategies in LE

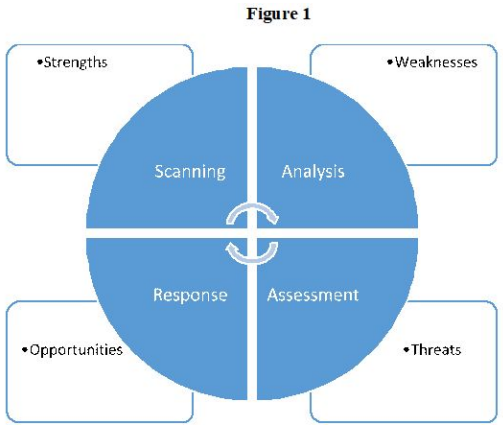
OODA Loop: (Observe, Orient, Decide, Act);

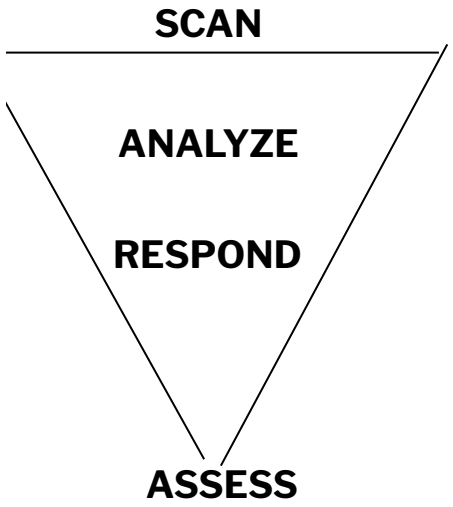
SARA Model: (Scan, Analyze, Respond, Assess);

SWOT: (Strengths, Weaknesses, Opportunities, Threats);

CPTED: (Crime Prevention Through Environmental Design);







Five R's Translated to Policing:

1. **Researched Based** Methods- Explain the Evidence Based Policing Aspects of what you are teaching;

2. **Relevant**- Explain how the instructional issue is related to what they are doing (i.e. How a safe approach on a vehicle stop protects them to occupants and traffic).

3. **Rationale**- Resist the approach of "Just because, that's why." Tie an explanation that encourages "buy-in."

4. **Relaxed Environment** at teaching Point- Not during the excitement of the activity. Times for Commands are different.

5. **Rapport**- Build rapport for more receptive attention.

Thank you!

Your Role in Shaping Tomorrow's Professionals and Leaders is Important!

Remember to try to understand the perspectives and challenges to this era of recruits;

Try new ideas and concepts;

Speak up to improve recruiting, training and teaching the future leaders in law enforcement.

Stay Safe!

Questions?

Thank you for your Attention,

Happy to Help, Stay Safe!

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