

TRAINING ACADEMY ACCREDITATION

Washington State Patrol

Agency

Washington State Patrol
106 11th Avenue SW
Olympia, WA 98501

Chief Executive Officer

Chief
John R. Batiste

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Training Academy Accreditation

CALEA standards reflect the current thinking and experience of Training Academy practitioners and researchers. Major Training Academy associations, leading educational and training institutions, governmental agencies, as well as Training Academy executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Washington State Patrol is currently commanded by John R. Batiste. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Jay Murphy remotely reviewed 96 standards for the agency on 2/12/2021 using Training Academy Manual 2.20. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.2.5 – Fitness for Duty Testing (M) – ISSUE: The proofs provided addressed the hiring process and not current employees—drug, alcohol testing, which is covered under (d.). Bullet (c.) addresses toxins. Bullets a., b., and e. are not addressed in a comprehensive directive. In discussions with the agency, it is a likelihood there is a process, but it is not memorialized in a policy. AGENCY ACTION NEEDED: The agency should consider adopting a comprehensive policy that incorporates the topics addressed in the standard. AGENCY ACTION TAKEN: The agency is consulting with Human Resources and others at this time. The academy drafted a memorandum covering the issues addressed initially. the memorandum is good for one year and is to be placed in policy within that time period. CCS
- 7.1.1 – Surveys (O) – ISSUE: The agency did not have a process in place to survey the agency. AGENCY ACTION NEEDED: Discussions with the agency led to the development of a survey. AGENCY ACTION TAKEN: The agency has developed the survey and provided it to District Commanders. The responses have not been received to date. The virtual on-site should follow up on the process. Assessor Note: Academy developed, distributed, and returned the survey.
- 9.1.6 – Safety Officer (M) – ISSUE: The agency failed to establish that a safety officer was present for high-liability training. The internal policy requires that an officer be present and establishes certain safety requirements. AGENCY ACTION NEEDED: The agency should consider developing a policy that addresses the standard and a methodology that allows the presence to be documented. AGENCY ACTION TAKEN: The agency was receptive to the suggestion and is in the process of reviewing proofs and developing a plan that will be ready for the virtual on-site. Assessor Notes: The academy developed a policy designating safety officers for all required training.
- 7.4.8 – Firearms Range (M) – ISSUE: While the agency’s policies do include certification requirements (h.), the policies do not include a reference to the need for emergency medical response training for firearms instructors. AGENCY ACTION NEEDED: The agency notes that all sworn personnel receive emergency trauma training to include clot packs and tourniquets. Consideration should be given to revising the policy to address bullet h comprehensively. AGENCY ACTION TAKEN: The agency is in the process of making the revisions in hopes of having completed prior to virtual on-site. Assessor Note: The academy developed and changed the policy requiring an instructor with emergency medical response training to be present during firearms training.

Site-Based Assessment Review:

From 3/15/2021 to 3/16/2021, Craig Smith visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Cadet Skills/Life Experience - The academy is experiencing an apparent generational change with the cadets entering the academy that is different from previous classes of cadets. The academy has had to modify and add certain areas of instruction to meet the needs of current cadets.
- Emergency Vehicle Operators Course - The Washington State Patrol Academy provides emergency vehicle

driving instruction to the cadets and troopers of the Washington State Patrol. The academy also provides instructor-level training to agencies outside of the WSP for a fee. The academy also provides slow-speed driving instruction to cadets to augment their experience in day-to-day routine driving.

- Regional Academy Instruction Team - The Washington State Patrol keeps its troopers trained through a program name the Regional Academy Instruction team. The six-person team provides a number of training courses to troopers in the field without the troopers having to return to the academy for the instruction.

During the Site-Based Assessment Review, the assessment team conducted 25 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

John R. Batiste

Chief John R. Batiste is the 21st Chief of the Washington State Patrol. Governor Christine Gregoire originally appointed Chief Batiste on February 14, 2005. On January 16, 2017, Governor Jay Inslee reappointed Chief Batiste to continue to lead the Washington State Patrol.

The Washington State Patrol is the largest public safety, law enforcement agency in the state. The Washington State Patrol is a statewide general authority Washington law enforcement agency employing over 2,329 (1,125 sworn and 1,204 professional support staff) personnel with a biennial budget of \$751.6 million. Chief Batiste oversees the day-to-day operations and manages the agency's six bureaus: Commercial Vehicle Enforcement Bureau, Field Operations Bureau, Fire Protection Bureau (State Fire Marshal), Forensic Laboratory Services Bureau (statewide crime laboratories), Investigative Services Bureau, and Technical Services Bureau.

Chief Batiste began his career with the Washington State Patrol in March 1976. He has promoted through the ranks of Sergeant, Lieutenant, Captain, and Deputy Chief. Chief Batiste obtained his Bachelor's Degree in Law Enforcement Administration from City University and is a graduate of Northwestern University's Center for Public Safety School of Police Staff and Command, as well as a graduate of the Federal Bureau of Investigation's National Executive Institute.

Chief Batiste has been involved in a variety of activities and organizations, including his work with the Kenya National Police Force to create a National Police Chaplain Program and the South African National Police Force to assist with training and procedures on ethical policing.

Chief Batiste is an Executive Board Member of the following: Washington Association of Sheriffs and Police Chiefs, Western States Information Network, Washington Criminal Justice Training Commission, Washington Traffic Safety Commission, Department of Justice/VALOR Advisory Board, International Association of Chiefs of Police (IACP) Governing Body, and was a Past General Chair of the IACP State and Provincial Police Division. Chief Batiste serves as a member of the American Association of Motor Vehicles Region IV, National Organization of Black Law Enforcement Executives, and also serves on the Washington State Forensic Investigation Council, IACP Criminal Intelligence Coordinating Council, Governor's Emergency Management Council, and IACP Transnational Crimes Committee.

COMMUNITY PROFILE

The agency has a sworn workforce of 898 Caucasian (86.7%), 32 African-American (3.0%), 51 Hispanic (4.9%), and 54 two or more races (5.2%). The agency has a female sworn workforce of 91 (8.7%). The agency is under-represented in comparison to the available workforce data in the African-American, Hispanic, and two or more races categories.

31 troopers resigned from the WSP for other law enforcement jobs in 2015. This surpassed the total resignations from the previous six years combined. However, the number of resignations dropped to 17 in 2016, 7 in 2017, 6 in 2018, and 9 in 2019. These improvements are directly attributed to enhanced trooper salaries, supervisory intervention training, and improved employee morale, subsequent to the implementation of recommendations from the January 2016 Washington State Patrol Trooper Recruitment and Retention Study commissioned by the Washington State Joint Transportation Committee. The WSP is starting a new study with Deloitte focused on Diversity, Equity, and Inclusion to increase recruitment and retention of females and individuals from historically underrepresented minority communities.

WSP recently centralized its recruitment unit to the Human Resource Division to provide additional flexibility and nimbleness while ensuring strict accountability of efforts focused on recruitment. The WSP recruitment plan is heavily focused on building meaningful and transparent relationships with underserved and underrepresented communities of color to increase trust, accountability, and provide a pipeline for employment. The WSP continues its strong relationship with Bangor and Bremerton Naval Bases, Coast Guard, Joint Base Lewis-McChord, and Fairchild Air Force Base and is seeking ways to create vigorous recruitment partnerships with the Military, Reserves, and National Guard. The WSP is one of the largest employers of veterans in the State Executive Branch. The agency continues to partner with colleges and universities in an effort to expand the social networking areas, such as Twitter, Instagram, YouTube, and Facebook.

AGENCY HISTORY

Our motto is ‘Service with Humility’ and we have operated with that spirit for 97 years. As we begin to look forward to our centennial celebration in 2021, we are also looking back at our humble beginnings in 1921. Then, six courageous young men set out on motorcycles to cover the entire state. There are a lot more paved roads now in our state than in 1921 and there are a lot more than six of us to patrol them. Our men and women serve in every county, every town, and every city across this large and diverse state. Still, we are now as we were then, and as we will be 100 years hence – we are a group of people who, with humble hearts, have solemnly pledged allegiance to service, to do what is right, the right way, and for the right reasons.

Washington State Patrol has six bureaus. These bureaus combine to administer the activities of over 2,300 commissioned officers and civil service personnel.

Chief John Batiste oversees the day to day management of the agency’s six bureaus. In addition, the Department Psychologist, Government and Media Relations, Labor and Policy Advisor, and the Budget and Fiscal Services Division (responsible for managing the agency's financial activities to ensure we are good stewards of public funds) all report directly to the chief.

Field Operations Bureau - The Field Operations Bureau is comprised of eight districts with responsibility for traffic law enforcement, collision investigation, and motorist assists on 17,524 miles of state and interstate highways. The Problem Oriented Public Safety (POPS) program is also administered by the Field Operations Bureau.

Commercial Vehicle Enforcement Bureau - The Commercial Vehicle Enforcement Bureau (CVEB) consists of four divisions. The Commercial Vehicle Division as well as the Motor Carrier Safety Division is responsible for protecting state infrastructure by enforcing size, weight and load laws, ensuring compliance of commercial motor vehicle regulations through enforcement and education in order to promote safe travel for all. Our Property Management Division is responsible for all agency facilities; all agency fleet vehicles; and the acquisition of all uniforms and equipment throughout the agency.

Fire Protection Bureau - The State Fire Marshal and Fire Protection Bureau have broad responsibility to ensure fire and life safety for the people of Washington State. The Fire Protection Bureau consists of Emergency Mobilization, Fire code and Information Services, Fire Services Training, and the Regional Fire Protection Services.

Forensic Laboratory Services Bureau - The Forensic Laboratory Services Bureau was created in 1999 and is the administrative headquarters of the Toxicology Laboratory and Crime Laboratory Divisions as well as the Impaired Driving Section, which is made up of the Breath Test and Drug Recognition Expert Programs of the Washington State Patrol. Bureau offices are located at 2203 Airport Way South in Seattle.

Investigative Services Bureau - The Investigative Services Bureau provides overall administrative and support services to the traffic and investigative programs of the department, as well as too many other state agencies. The bureau is comprised of the Criminal Investigation Division, the Criminal Records Division, the Homeland Security Division, the Investigative Assistance Division, the Office of Professional Standards, and the Special Operations Division.

Technical Services Bureau - The Technical Services Bureau provides support services and information technology for the entire department, as well as many other law enforcement and government agencies throughout the state. This bureau is comprised of the Communications Division, the Electronic Services Division, the Information Technology Division, the Training Division, the Human Resource Division, and the Risk Management Division.

AGENCY STRUCTURE AND FUNCTION

Chief John Batiste oversees the day to day management of the agency's six bureaus. In addition, the Department Psychologist, Government and Media Relations, Labor and Policy Advisor, and the Budget and Fiscal Services Division (responsible for managing the agency's financial activities to ensure we are good stewards of public funds) all report directly to the chief.

Assistant Chief Jeff Sass oversees the Field Operations Bureau (FOB) that is comprised of eight districts covering the entire State of Washington. Commissioned troopers carry out the department's primary goal of providing a safe motoring environment for the public. They are responsible for enforcing traffic laws, investigating collisions, and assisting motorists.

Assistant Chief Scott A. McCoy oversees the Commercial Vehicle Enforcement Bureau (CVEB). This Bureau consists of four divisions that provide a wide variety of services to our Agency; the Commercial Vehicle Division, the Motor Carrier Safety Division, and the Property Management Division. The Bureau is responsible for promoting and educating the safe travel of commercial vehicles on the state's highways, enhancing safe transportation of school children and protecting the state's infrastructure. CVEB oversees the maintenance and replacement of department facilities; purchasing, equipping and maintaining all agency fleet vehicles; and acquiring and distributing assets such as uniforms and equipment throughout the agency.

State Fire Marshal Charles LeBlanc oversees the Fire Protection Bureau (FPB) and provides fire protection services to the general public, fire districts, and government agencies; regulates fireworks and sprinkler licensing; operates the State Fire Training Academy; provides a certification program through a standards and accreditation process; coordinates the state fire service resources for mobilization during disasters; and provides hazardous materials training and life safety prevention education to the public.

Acting Director Fiona Couper oversees the Forensic Laboratory Services Bureau (FLSB) that provides a wide range of forensic science expertise to city, county, and state law enforcement officers, assisting agencies at crime scenes, preparing evidence for trial, and providing expert testimony. The bureau oversees the State's Breath Alcohol Test Program, Drug Evaluation and Classification (DEC) Program, six Crime Laboratories, the Latent Print Laboratory, and the State Toxicology Laboratory.

Assistant Chief Robert Huss oversees the Investigative Services Bureau (ISB) which provides overall administrative and support services to the traffic and investigative programs of the department, as well as too many other state agencies. The bureau consists of six divisions that provide various public services, including criminal records, vessel and terminal safety; narcotics investigation and dismantling of clandestine labs; fatality, criminal, and missing children investigations; computer forensics; and organized crime intelligence.

Assistant Chief Marc W. Lamoreaux oversees the Technical Services Bureau (TSB). The Bureau provides many diverse support services to the entire department, as well as many other law enforcement and government agencies throughout the state, and members of the general public. Often the work of these employees is done behind the scenes in support of the critical work the agency provides to the citizens of the state. The importance of these services and systems cannot be overstated. Without them, the criminal justice system simply could not function. The bureau consists of six divisions that provide various services, including dispatching, training, information technology applications, electronic and microwave system services; voice and data communications, officer and public safety communications, recruiting and hiring, and records management.

AGENCY SUCCESSES

From the trooper making a routine stop on the side of a busy highway to the detective using hi-tech tools in an investigation, our personnel are dedicated to keeping our citizens safe. From the pilot offering guidance to officers on the ground in pursuit, to the K-9 officer inspecting our ferries, WSP professionals use every tool available to stop those who violate the law. From the honor guard welcoming a visiting head of state, to the government affairs officers testifying before the legislature, our professionals all serve with integrity, dignity, and respect. From the commercial vehicle officers stopping tragedy before it happens, to the SWAT officer addressing danger head-on, we do not shirk from responsibility. From the communications officer answering a life-critical call to the clerical support professional making sure we are organized and effective, we are all trained and ready to make a difference every day.

The Field Operations Bureau (FOB) oversees headquarters and eight geographic districts, each facing unique characteristics and challenges. The bureau is responsible for traffic law enforcement, collision investigation, and motor assistance over 18,000 lane miles patrolled.

Strengths:

WSP's 2019 annual employee engagement survey participation rose 1% from 73% employee participation in 2018 to 74% in 2019.

Over the course of the year, the WSP hired:

Category 2019

Civil Service Employees 125

Trooper Cadets 103

Commercial Vehicle Enforcement Officers 10

During 2019, the Training Division upgraded the audio/video systems in the Academy classrooms. The upgrades included the use of interactive student participation technology, which allows the instructor to solicit instant feedback from students by utilizing remote devices to answer questions regarding the topic being taught. The technology upgrades have greatly enhanced the learning environment for our students.

All commissioned personnel were trained on the use of the Individual First Aid Kits (IFAK). The kits contain essential lifesaving items for controlling bleeding and major wound treatment. The deployment of the kits, has resulted in troopers saving lives through the use of the kits.

Regional Academy Instructor Trooper Karim Boukabou was selected as IACP's State and Provincial Police Academy Directors 2019 Instructor of the Year.

FUTURE ISSUES FOR AGENCY

The Training Division supports the training needs of the Washington State Patrol. The division evaluates and develops training based on needs assessments from a variety of sources. These sources include: The Washington State Criminal Justice Training Commission, which sets the standards for the basic and ongoing training to obtain and maintain the state's mandated Peace Officer Certification; new or updated laws, policies, or case law; societal and national trends or expectations of law enforcements role; and technological advancements with personnel and/or training equipment.

In the coming year, the Training Division expects changes to current laws and policies that may impact basic and ongoing training for agency personnel. Additionally, we may experience potential budgetary constraints with hiring personnel, upgrading facilities, or purchasing new equipment.

INITIAL REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy

On 2/12/2021, the Initial Remote Web-based Assessment of Washington State Patrol was conducted. The review was conducted remotely and included 96 standards from the CALEA® Standards for Training Academy Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Credentialing	
1.1.1 Credentialing Program Documentation (M)	Compliance Verified
1.1.2 Instructors Certification (M)	Compliance Verified
1.1.3 Timely Filing of Information (M)	Compliance Verified
1.1.4 Criminal History Records Check (M)	Compliance Verified
2 Organization	
2.2.1 Training Academy/Client Agency Relationship (M)	Compliance Verified
2.2.2 Risk Management Program (M)	Compliance Verified
2.2.3 Equipment Use Expectations (M)	Compliance Verified
2.2.7 Public Health Authority (M)	Compliance Verified
2.3.6 Administrative Review of Complaints (M)	Compliance Verified
3 Direction and Authority	
3.1.1 Documents to Establish Academy (M)	Compliance Verified
3.2.5 Revenue Fund/Accounts Maintenance (M)	Compliance Verified
3.2.7 Inventory and Control (M)	Compliance Verified
3.2.8 Property Issue Procedures (O)	Compliance Verified
3.3.1 Performance Measurement Program (O)	Compliance Verified
4 Human Resources	
4.2.5 Fitness for Duty Testing (M)	Compliance Verified
<p>Notes: ISSUE: The proofs provided addressed the hiring process and not current employees—drug, alcohol testing, which is covered under (d.). Bullet (c.) addresses toxins. Bullets a., b., and e. are not addressed in a comprehensive directive. In discussions with the agency, it is a likelihood there is a process, but it is not memorialized in a policy. AGENCY ACTION NEEDED: The agency should consider adopting a comprehensive policy that incorporates the topics addressed in the standard. AGENCY ACTION TAKEN: The agency is consulting with Human Resources and others at this time. The academy drafted a memorandum covering the issues addressed initially. the memorandum is good for one year and is to be placed in policy within that time period. CCS</p>	
4.4.2 Annual Evaluation (M)	Compliance Verified
4.4.7 Evaluation of Probationary Academy Employees (M)	Compliance Verified
4.6.7 Maintenance/Security of Records (M)	Compliance Verified

Standards	Findings
4.7.1 Continued Training (O)	Compliance Verified
4.7.3 Attendance Requirements and Reimbursement Information (M)	Compliance Verified
4.7.4 Accreditation Process Information (M)	Compliance Verified
4.7.5 Accreditation Manager Training (O)	Compliance Verified
4.8.1 Written Agreement with Contract Personnel (M)	Compliance Verified
4.8.2 Written Agreement with Client Agencies (M)	Compliance Verified
5 Recruitment, Selection, Employment, and Promotion	
5.1.1 Recruitment Plan (M)	Compliance Verified
5.2.3 Notification of Ineligibility (M)	Compliance Verified
5.2.5 Selection Material Security (M)	Compliance Verified
5.2.7 Background Information Retention (M)	Compliance Verified
5.2.8 Medical Examination (M)	Compliance Verified
5.3.1 New Hire Information (M)	Compliance Verified
5.4.1 Academy Role in Promotion Process (M)	Compliance Verified
5.4.4 Promotion Process Announcements (M)	Compliance Verified
5.4.7 Job Related Training (M)	Compliance Verified
6 Instructional Systems	
6.1.1 Instructional System Described (M)	Compliance Verified
6.2.1 Task Analysis (M)	Compliance Verified
6.2.2 Needs Assessment (M)	Compliance Verified
6.3.1 Training Course Procedures (M)	Compliance Verified
6.4.1 Training Course Lesson Plans (M)	Compliance Verified
6.4.2 Training Course Review Schedule (M)	Compliance Verified
6.4.3 Practical Exercises/Scenario Based Training (M)	Compliance Verified
6.5.2 Regulation of Instructor Training Aids (O)	Compliance Verified
6.5.3 Pilot Test (O)	Not Applicable by Function
6.5.4 Adult Learning Techniques (M)	Compliance Verified
6.6.1 Training Course Evaluations (M)	Compliance Verified
6.6.2 Measurement of Student Learning Skill (O)	Compliance Verified
6.6.3 Measuring Changes (O)	Agency Elected 20%
6.6.4 Measuring Effectiveness (O)	Agency Elected 20%
6.6.5 Information Incorporation into Training Courses (M)	Compliance Verified

Standards	Findings
7 Training Administration	
7.1.1 Surveys (O) Notes: ISSUE: The agency did not have a process in place to survey the agency. AGENCY ACTION NEEDED: Discussions with the agency led to the development of a survey. AGENCY ACTION TAKEN: The agency has developed the survey and provided it to District Commanders. The responses have not been received to date. The virtual on-site should follow up on the process. Assessor Note: Academy developed, distributed, and returned the survey.	Compliance Verified
7.1.2 Training Data Collection Submission (O)	Not Applicable by Function
7.1.3 Training Course/Training Event Lists (M)	Compliance Verified
7.1.4 Access Policy (M)	Compliance Verified
7.1.5 Training Committee (O)	Compliance Verified
7.1.6 Dissemination of Information (M)	Compliance Verified
7.1.7 Copyright Plagiarism (M)	Compliance Verified
7.1.8 Relationship with Accredited University College (O)	Not Applicable by Function
7.2.1 Privacy and Security (M)	Compliance Verified
7.2.2 Training Course/Training Event Records (M)	Compliance Verified
7.2.3 Training Course Completion Documentation (M)	Compliance Verified
7.2.4 Records Retention Schedule (M)	Compliance Verified
7.2.5 Update Records of Academy Employees (M)	Compliance Verified
7.2.6 Unsuccessful Training Course/Event Completion Notification (M)	Compliance Verified
7.3.1 Software/Hardware Licensed (M)	Compliance Verified
7.3.2 Computer Viruses (M)	Compliance Verified
7.3.3 Manipulation of Files Policy (M)	Compliance Verified
7.3.4 Computer Use, Policy and Procedures (M)	Compliance Verified
7.3.5 Records Inspection and Security System (M)	Compliance Verified
7.3.6 Computer Backup Procedures (M)	Compliance Verified
7.3.7 Password Access (M)	Compliance Verified
7.3.8 Password Changes (O)	Compliance Verified
7.3.9 Electronic Data Storage (M)	Compliance Verified
7.4.1 Security Concerns/Measures Policy (M)	Compliance Verified
7.4.2 Criminal Justice Information System/Database Access (M)	Compliance Verified
7.4.3 Needs Assessment (M)	Compliance Verified
7.4.4 High-Risk Training (M)	Compliance Verified

Standards	Findings
7.4.5 Learning Resource Center (M)	Compliance Verified
7.4.6 Distance/Distributed Educational Resource Access (O)	Compliance Verified
7.4.7 Equipment Plan (O)	Agency Elected 20%
7.4.8 Firearms Range (M) Notes: ISSUE: While the agency’s policies do include certification requirements (h.), the policies do not include a reference to the need for emergency medical response training for firearms instructors. AGENCY ACTION NEEDED: The agency notes that all sworn personnel receive emergency trauma training to include clot packs and tourniquets. Consideration should be given to revising the policy to address bullet h comprehensively. AGENCY ACTION TAKEN: The agency is in the process of making the revisions in hopes of having completed prior to virtual on-site. Assessor Note: The academy developed and changed the policy requiring an instructor with emergency medical response training to be present during firearms training.	Compliance Verified
8 Instructors	
8.1.1 Instructor Criteria (M)	Compliance Verified
8.1.2 Procedures for Evaluating/Verifying Instructor Qualifications (M)	Compliance Verified
8.1.3 Instructor Training (M)	Compliance Verified
8.1.4 Instructional Guidelines (O)	Compliance Verified
8.1.5 Monitoring and Evaluation of Instructors (M)	Compliance Verified
8.1.6 Instructor Performance Evaluation Guidelines (M)	Compliance Verified
8.1.7 Instructor Certification/Status Training (O)	Compliance Verified
8.1.8 Instructor Responsibilities (M)	Compliance Verified
9 Students	
9.1.1 Overnight Stay Information Orientation (M)	Compliance Verified
9.1.2 Commuter Student Orientation (M)	Compliance Verified
9.1.3 Person Responsible for Student Welfare (M)	Compliance Verified
9.1.4 Student Training Information (M)	Compliance Verified
9.1.5 Adverse Weather Condition Policy (M)	Compliance Verified
9.1.6 Safety Officer (M) Notes: ISSUE: The agency failed to establish that a safety officer was present for high-liability training. The internal policy requires that an officer be present and establishes certain safety requirements. AGENCY ACTION NEEDED: The agency should consider developing a policy that addresses the standard and a methodology that allows the presence to be documented. AGENCY ACTION TAKEN: The agency was receptive to the suggestion and is in the process of reviewing proofs and developing a plan that will be ready for the virtual on-site. Assessor Notes: The academy developed a policy designating safety officers for all required training.	Compliance Verified
9.1.7 Safety Officer Policies Procedures (M)	Compliance Verified
9.2.1 Student Code of Conduct (M)	Compliance Verified
9.2.2 Student Removal Procedures (M)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

6/2/2021

Planning and Methodology:

The Washington State Patrol Academy is a full-service law enforcement training academy providing trooper cadet training for the Washington State Patrol (WSP.) Additionally, advanced and other required periodical training is provided to the troopers of the WSP. The academy also provides training to other law enforcement agencies on a for-fee basis as space allows. The Washington State Patrol Academy is experiencing behavioral differences in the cadets entering the academy possibly due to generational changes.

The assessor plans on interviewing people assigned to the academy, as well as past students of the academy, and other agencies that have received training services from the academy. Additionally, the on-site assessor plans on reviewing the five standards and associated notes that were not yet approved before the on-site with academy staff to determine compliance or offer suggestions on coming into compliance.

The academy has two programs that they are especially proud of: their Emergency Vehicle Operators Course and the Regional Academy Instruction Team. Both programs appear to provide modern up to date training in their respective areas. The assessor will interview instructors and other agency representatives that provide or have received this training.

Cadet Skills/Life Experience

The Washington State Patrol Academy provides both cadet level and advanced training for agency members and other agencies. The academy classes have between 35 and 64 cadets in each academy class. The academy has been dealing with generational culture change in its cadets which has affected a few areas of academy instruction. The academy is aware of the cadet's skills and life experience. One area the academy discovered was that 50% or less of their cadets have ever been involved in a fight prior to coming to the academy. This brought adjustments to the control tactics portion of the cadet training.

The topic area of minority relations has gained additional focus. Cadets receive an additional four hours on race relations outside of law enforcement while in the academy.

One of the highlights of the Washington State Patrol Academy is the Emergency Vehicle Operators Course. An issue that the academy found with cadets recently is that while they have their driver's license, many of the cadets do not have any real experience in the routine operation of a vehicle. The academy addressed this by offering instruction in day-to-day non-pursuit driving. One of the interviews conducted was with a one-year trooper who confirmed his lack of driving experience when entering the academy. He praised the academy experience and the effect it had on his driving skills.

The academy has experienced a negative change in the study habits of the cadets. The cadets do not have the initiative to study. Most of the cadets instead use social media and streaming services after class instead of studying. The immediate effect of this was an impact to test scores. The development of study habits is an area addressed with new cadets.

The academy also had to address the fitness levels of the cadets. Approximately 80% of the cadets will not work out if there is no new physical task coming. This has required an initiative from the academy to the cadets to encourage physical fitness training.

After every Academy class, the academy staff attempts to identify areas for improvement in the training. They do this by reviewing daily observation reports from the field training officers. They apply this knowledge to the next academy class, and it coincides with the academy's continuous improvement efforts. By reviewing the feedback and making changes, the academy works to meet the needs of the cadet, the agency, and the public.

The following people were interviewed regarding this focus area:

Corporal Mitch Bauer (Training Academy)

Trooper Travis Austin (Training Academy)

Trooper Colton Van Fleet (Training Academy)

Cadet Carson Esqueda (Training Academy)

Standards Issues:

None

Suggestions

None

Emergency Vehicle Operators Course

One of the areas that the Washington State Patrol Academy focuses training on is the Emergency Vehicle Operators Course (EVOC.) The academy provides 120 hours of training in this topic area during the Trooper Basic Cadet Class. As a law enforcement agency spread throughout the state of Washington, they drive to all of the calls for service, which includes gunfights, and bar fights, and other serious in-progress crimes. Additionally, as a part of the Washington State Patrol's continuous training work every two years all commissioned officers must be recertified in emergency vehicle operations through the academy.

Once the cadets have completed the classroom portion of the training, they transition to the practical exercise portion of the driving course. Initially, the instructor is in the car with the cadet, which transitions to the instructor being in a car following the cadet on the course and communicating via a radio with a cadet.

The practical portion of the cadet emergency vehicle operations course is instructed on a 2.7-mile driving range/road course. There are four sections of the course and it includes a skidpan and precision driving area. A four-day basic skill-driving course is presented on this track at slow speeds for routine driving training. Emergency driving is taught at high speed and includes high-speed lane changes and decision-making lane changes. There is also a portion of the training directed on how to negotiate curves safely. The assessor viewed a satellite image of the course via Google maps and saw that the course had a series of varying radius curves in the road course.

The academy's driving track/course was initially built in 1989 and was enlarged in 2000. In 2001, the track was repaved and was again repaved in 2016. The academy has 57 qualified driving instructors. Instructors for the Emergency Vehicle Operator Course complete a 40-hour instructor program which includes classroom instruction, practical exercises, and a teach-back portion in the curriculum. The focus of this training is safety. The safety of the public, the student, and the instructor.

In addition to training Washington State Patrol cadets and commissioned officers, the academy trains other police agency driving instructors to include the South Dakota State Police (SDSP.) The lead instructor of the South Dakota Highway Patrol Emergency Vehicle Operator Training program was contacted during the assessment. He described the SDSP program as 18 to 20 instructors and advised they attend the 40-hour instructor development course from the Washington State Patrol Academy. Instruction is fee-based. Sergeant Dave Campbell spoke very highly of the EVOC Instructor Course taught by the Washington State Patrol Academy. He related that the Washington State Patrol Academy has a great track facility and provides great food. He also emphasized that the instructors are top-notch, and the cars are kept in good condition.

The academy has approximately 50 cars assigned to the training Fleet to include SUVs and pursuit sedans. The academy also has a full-time mechanic stationed at the academy to keep the vehicles safe and roadworthy.

The following people were interviewed regarding this focus area:

Corporal Lori Collins (Training Academy)

Instructor Al Lowen (Training Academy)

Corporal Mark Lewis (Training Academy)

Trooper Dave Brandt (Guest Instructor)

Trooper Eric Fanning (Training Academy)

Sergeant Dave Campbell - South Dakota Highway Patrol – EVOC Program

Standards Issues:

None

Suggestions

None

Regional Academy Instruction Team

The Washington State Patrol Academy works to keep the commissioned officers of the Washington State Patrol current in their training needs through a Regional Academy Instruction Team. This program allows the Washington State Patrol to provide annually required and advanced topics training to the troopers in the field without the troopers having to return to the academy for the training. The team consists of five commissioned troopers and one sergeant.

Providing training is the primary duty of the officers assigned to the Regional Academy Instruction Team. The regional academy instructors provide control tactics and weapons training to the officers in the field. Additionally, they keep the officers certified in first aid and other topics to include domestic violence law and legal updates.

The primary focus of the team is to ensure that training occurs. Officers assigned as a regional academy instructor provide leadership, mentorship, and training to Washington State Patrol troopers in their assigned area.

The troopers of the regional training team provide 65 to 70 classes a year each with an average of 20 to 30 officers in each of their classes. However, during the COVID pandemic class sizes were reduced to 15 officers to be able to maintain a safer training environment. The best feedback a regional academy training officer can receive is that their instruction has helped a trooper do their jobs better and safer.

The following people were interviewed for this focus area:

Trooper Eric Fanning (Regional Academy Instructor)

Trooper Karim Boukabo (Regional Academy Instructor)

Trooper Brian Hoshino (Regional Academy Instructor)

Trooper James Oxier (Regional Academy Instructor)

Standards Issues:

None

Suggestions

None

Summary:

Number of Interviews Conducted: 25

Assessors' Names: Craig Smith

Site-Based Assessment Start Date: 03/15/2021

Site-Based Assessment End Date: 03/16/2021

Mandatory (M) Compliance	133
Other-Than-Mandatory (O) Compliance	23
Standards Issues	0
Waiver	0
(O) Elect 20%	3
Not Applicable	0
Total:	159

Percentage of applicable other-than-mandatory standards:

88 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

No Public Information Session was held.

Telephone Contacts

No unscheduled telephone contacts were received.

Correspondence

No correspondence was received.

Media Interest

No contacts were made by the media.

Public Information Material

The Washington State Patrol provided notice of the Academy On-Site through various outlets to include its website, a blog on InSideOut, Facebook, and Twitter.

Community Outreach Contacts

Captain Shannon Bendiksen
CVO3 Max McGuire
Lieutenant Kyle Smith

These individuals while a part of the Washington State Patrol are assigned to the motor carrier Safety Division. They supervise and train the Commercial Vehicle Enforcement Officers. The main mission of the Motor Carrier Safety Division is to verify commercial vehicle equipment is safe. CVO3 McGuire provides Commercial Vehicle Enforcement training to cadets at the Academy. All three individuals stated that the relationship with the academy is really good. The training for Commercial Vehicle Enforcement Officers is 13 weeks and it is presented at the academy.

Officer Todd Green City of Bonney Lake, WA

Talked about how well their academies work together and that they have a very smooth relationship. He said that they use the state patrol curriculum.

Mr. Tim Diggle, Washinton State Department of Transportation

Talked about the relationship the Department of Transportation has with the academy and the WSP to provide drivers in the State of Washington a safe driving experience.

STATISTICS AND DATA TABLES

Overview

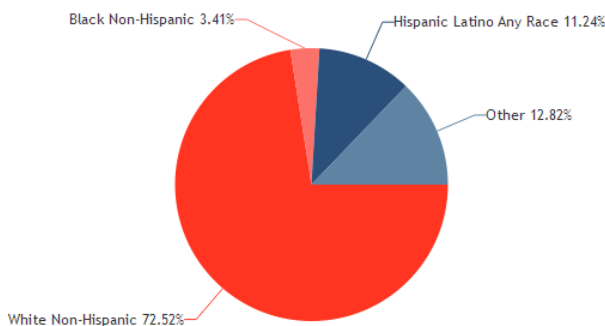
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Agency Demographics Report - Initial Accreditation

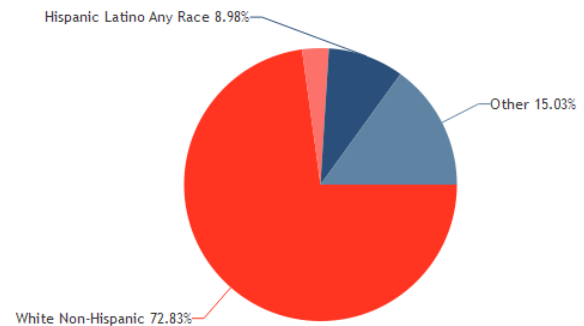
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Employees		Current Female Employees		Prior Employees		Prior Female Employees	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	4876804	72%	2791685	72 %	70	84%	17	20%	0	0%	0	0%
Black Non-Hispanic	229603	3%	121305	3 %	3	3%	2	2%	0	0%	0	0%
Hispanic Latino Any Race	755790	11%	344292	8 %	4	4%	2	2%	0	0%	0	0%
Other	862343	12%	576054	15 %	6	7%	2	2%	0	0%	0	0%
Total	6724540		3833336		83		23		0		0	

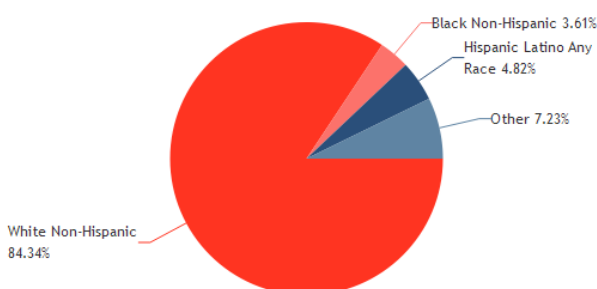
Service Population



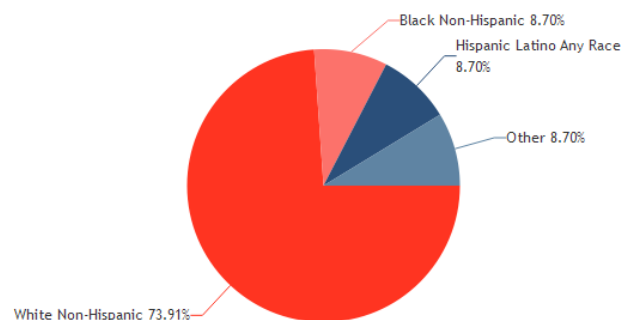
Available Workforce



Current Sworn Officers



Current Sworn Female Officers



Complaints and Internal Affairs - Initial Accreditation

Data Collection Period: -

	Initial
External/Citizen Complaint	
Citizen Complaint	0
Sustained	0
Not Sustained	0
Unfounded	0
Exonerated	0
Internal/Directed Complaint	
Directed Complaint	1
Sustained	1
Not Sustained	0
Unfounded	0
Exonerated	0

Initial Accreditation Notes:

Exonerations are not tracked.

Grievances

Initial Data Collection Period: 1/1/2019-12/31/2019

Grievances	Initial
Number	0

Personnel Actions

Initial Data Collection Period: 1/1/2019-12/31/2019

	Initial
Suspension	0
Demotion	0
Resign In Lieu of Termination	15
Termination	0
Other	5
Total	20
Commendations	13

Initial Accreditation Notes:

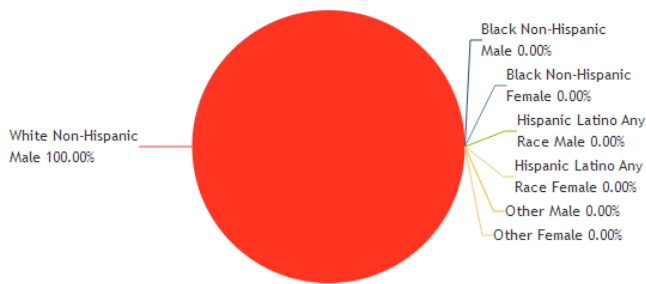
15 Cadets Resigned In Lieu of Termination.

Instructor Selection - Initial Accreditation

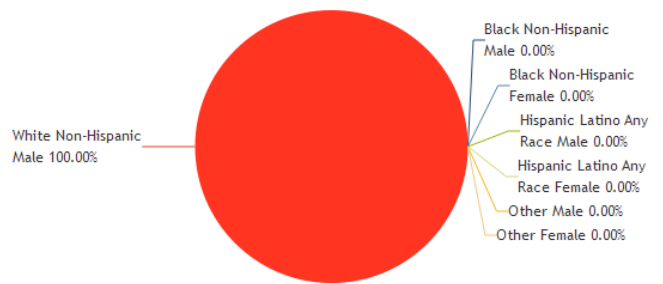
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	10	0	0	0	0	0	0	0	10.0
Applicants Hired	5	0	0	0	0	0	0	0	5.0
Percent Hired	50%	%	%	%	%	%	%	%	50.0
Percent of Workforce Population	6%	%	0%	%	0%	%	0%	%	1.51

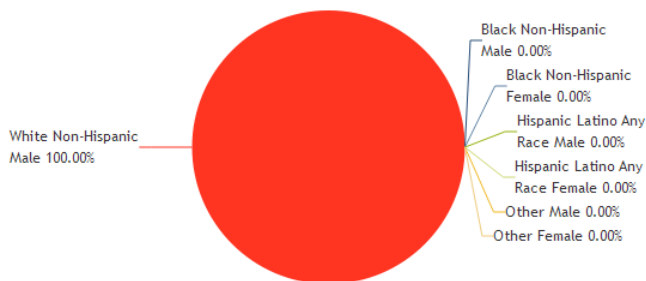
Applications Received



Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Non-Instructor Selection - Initial Accreditation

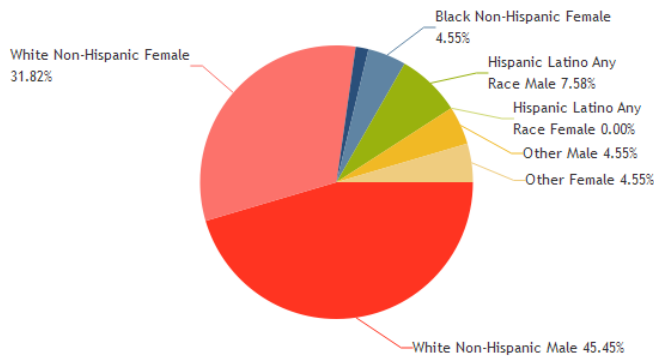
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	30	21	1	3	5	0	3	3	66.0
Applicants Hired	3	4	0	0	1	0	0	0	8.0
Percent Hired	10%	19%	0%	0%	20%	%	0%	0%	6.93
Percent of Workforce Population	8%	%	0%	%	1%	%	0%	%	2.41

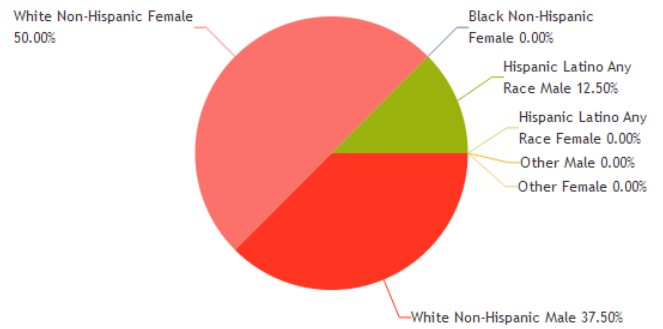
Initial Accreditation Notes:

There was also 1 application received that did not specify their Gender/Race.

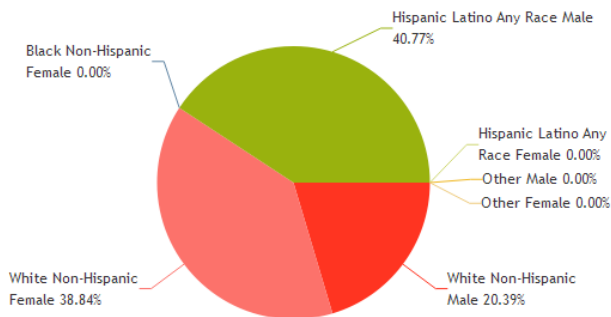
Applications Received



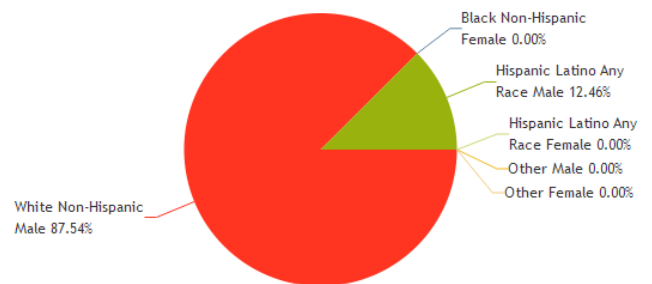
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Promotions - Initial Accreditation

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Tested

Eligible After Testing

Promoted

Percent Promoted

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Code of Conduct Actions

Initial Data Collection Period: 1/1/2019-12/31/2019

Verbal Warnings	0
Written Reprimands	5
Suspensions	0
Termination Expulsion	0
Other	0