

Fresno County Probation



Training Plan for 2020/2021

Fresno Probation Annual Training Plan – TY 20/21

July 2020

- 7/16/20 The Implicit Bias and Its Impact-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 7/21/20 JJC Chemical Agent and Force Options Scenario-Instructor: TBD (8-hour session – JCO)
- 7/23/20 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle (8-hour session - All employees)
- 7/24/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-Instructor: Greg Hansen (8-hour session)
- 7/24/20 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) (**5 officers per session**)
- 7/30/20 Emotional Intelligence: The Path to Health Through Understanding Trauma and Resiliency-Instructor: Jamie McDermott (8-hour session - DPO/JCO)

August 2020

- 8/5/20 Monadnock Expandable Baton - Certification and Recertification (8-hour session - Armed or voluntarily armed officers as scheduled)
- 8/6/20 Title 15 Trauma Informed Care-Instructor: Jamie McDermott (8-br session - JCO/DPO)
- 8/7/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructor: Greg Hansen (8-hour session)
- 8/12/20 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle (8-hour session - All employees)
- 8/12/20 Officer Safety Level I (1st Quarter – Range master session) (4-hour session)
- 8/18/20 Title 15 Trauma Informed Care-Instructor: Jamie McDermott (8-br session - JCO/DPO)
- 8/19/20 JJC Chemical Agent and Force Options Scenario-Instructor: TBD (8-hour session – JCO)
- 8/20/20 Emotional Intelligence: The Path to Health Through Understanding Trauma and Resiliency-Instructor: Jamie McDermott (8-hour session - DPO/JCO)
- 8/21/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructor: Greg Hansen (8-hour session)

Fresno Probation Annual Training Plan – TY 20/21

- 8/21/20 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(5 officers per session)**
- 8/25/20 The Implicit Bias and Its Impact-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 8/26/20 Officer Safety Level I (1st Quarter – Session 1) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 8/26/20 Vicarious Trauma-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 8/27/20 Vicarious Trauma-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 8/28/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-Instructor: Greg Hansen (8-hour session)

September 2020

- 9/1/20 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle (8-hour session - All employees)
- 9/2/20 Officer Safety Level I (1st Quarter – Session 2) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 9/9/20 Juvenile Title 15 Trauma-Informed Training for Staff-Instructor: Dave Lockridge (8-hour session - JCO/DPO)
- 9/10/20 Juvenile Title 15 Trauma-Informed Training for Staff-Instructor: Dave Lockridge (8-hour session - JCO/DPO)
- 9/11/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructor: Greg Hansen (8-hour session)
- 9/14-9/18/20 PC 832 Laws of Arrest (Peace Officers with Training Manager approval) (40-hour session)
- 9/16/20 Officer Safety Level I (1st Quarter – Session 3) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 9/18/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-Instructor: Greg Hansen (8-hour session)
- 9/18/20 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(5 officers per session)**
- 9/21-10/30/20 Probation Officer Core - Fresno City College (200-hour session)
- 9/21/20 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle

Fresno Probation Annual Training Plan – TY 20/21

(8-hour session - All employees)

- 9/22/20 Adolescent Brain Development Leading to Adverse Choices-Instructor: TBD, Custom Training *(8-hour session - JCO/DPO)*
- 9/23/20 Officer Safety Level I (1st Quarter – Session 4) *(4-hour session - Armed or voluntarily armed officers as scheduled)*
- 9/24/20 JJC Chemical Agent and Force Options Scenario-Instructor: TBD *(8-hour session – JCO)*
- 9/25/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructor: Greg Hansen *(8-hour session)*
- 9/30/20 Customer Service: Strategies for Improving Community Relationships-Instructor: Jon Morse *(8-hour session - DPO/JCO)*

October 2020

- 10/1/20 Tuning In With All Your Channels: Improving Communication Skills-Instructor: Jon Morse *(8-hour session - DPO/JCO)*
- 10/2/20 Stress & Havoc or Peace & Calm: Effectively Managing Stress-Instructor: Jon Morse *(8-hour session - DPO/JCO)*
- 10/2/20 Open Range - *(1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) (5 officers per session)*
- 10/5-10/9/20 Firearms Instructor Course - Fresno City College *(40-hour session - Peace Officers with Training Manager approval)*
- 10/7/20 Officer Safety Level I (2nd Quarter – Range Master session) *(4-hour session)*
- 10/7/20 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle *(8-hour session - All employees)*
- 10/9/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing –**DPO Series**-Instructor: Greg Hansen *(8-hour session)*
- 10/9/20 Field Tactics for Probation Officers (SIMS) *(8-hour session - Armed or voluntarily armed officers)*
- 10/12/20 Impact of Trauma on Probation Personnel-Instructor: TBD Embassy Consulting *(8-hour session - DPO/JCO)*
- 10/13/20 Impact of Trauma on Probation Personnel-Instructor: TBD Embassy Consulting *(8-hour session - DPO/JCO)*

Fresno Probation Annual Training Plan – TY 20/21

- 10/14/20 Crisis Intervention and Behavioral Health Training-Instructor: Commander Josef Levey (Ret) *(8-hour session - DPO/JCO)*
- 10/14/20 Officer Safety Level I (2nd Quarter – Session 1) *(4-hour session - Armed or voluntarily armed officers as scheduled)*
- 10/15/20 Adolescent Brain Development Leading to Adverse Choices-Instructor: TBD, Custom Training *(8-hour session - JCO/DPO)*
- 10/16/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructor: Greg Hansen *(8-hour session)*
- 10/16/20 Field Tactics for Probation Officers (SIMS) *(8-hour session - Armed or voluntarily armed officers)*
- 10/20/20 Special Needs & Probation-Instructor: Brian Herritt *(8-hour session -DPO/JCO)*
- 10/21/20 Officer Safety Level I (2nd Quarter – Session 2) *(4-hour session - Armed or voluntarily armed officers as scheduled)*
- 10/22/20 **Fire Extinguisher – Silicon Valley Fire (JCO - Several 15-min sessions)**
- 10/23/20 JJC Chemical Agent and Force Options Scenario-Instructor: TBD *(8-hour session – JCO)*
- 10/26-10/28/20 PC 832 Firearms-FPD Regional Training Center *(24-hour session - Peace Officers with Training Manager approval)*
- 10/28/20 **Fire Extinguisher – Silicon Valley Fire (JCO - Several 15-min sessions)**
- 10/30/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-Instructor: Greg Hansen *(8-hour session)*
- 10/30/20 Field Tactics for Probation Officers (SIMS) *(8-hour session - Armed or voluntarily armed officers)*
- November 2020**
- 11/3/20 **Fire Extinguisher – Silicon Valley Fire (JCO - Several 15-min sessions)**
- 11/4/20 Officer Safety Level I (2nd Quarter – Session 3) *(4-hour session - Armed or voluntarily armed officers as scheduled)*
- 11/5/20 Utilizing Emotional Intelligence to Understand Implicit Bias-Instructor: Jamie McDermott *(8-hour session - DPO/JCO)*

Fresno Probation Annual Training Plan – TY 20/21

- 11/6/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-
Instructor: Greg Hansen (8-hour session)
- 11/6/20 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed
officers)
- 11/13/20 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15
- Armed or voluntarily armed officers) (**5 officers per session**)
- 11/16/20 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle
(8-hour session - All employees)
- 11/17/20 JJC Chemical Agent and Force Options Scenario-Instructor: TBD (8-hour session –
JCO)
- 11/17 & 11/20/20 Field Tactics for Probation Officers (SIMS) (8-hour, 2-day – Newly Armed Officers)
- 11/18-11/19/20 Expandable Baton Instructor Course - Fresno City College (Peace Officers as scheduled by
Training Manager)
- 11/18/20 Officer Safety Level I (2nd Quarter – Session 4) (4-hour session - Armed or voluntarily armed
officers as scheduled)
- 11/20/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-
Instructor: Greg Hansen (8-hour session)
- 11/30-12/11/20 STC Supervisor Core Course (80-hour session)

December 2020

- 12/3/20 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle
(8-hour session - All employees)
- 12/4/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-
Instructors: Greg Hansen (8-hour session)
- 12/4/20 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed
officers)
- 12/8/20 Monadnock Expandable Baton - Certification and Recertification (8-hour session -
Armed or voluntarily armed officers as scheduled)
- 12/8/20 Tactical Communication- Instructor: Richard Garrett (8-hour session - DPO/JCO)
- 12/9/20 Tactical Communication- Instructor: Richard Garrett (8-hour session - DPO/JCO)

Fresno Probation Annual Training Plan – TY 20/21

- 12/9/20 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(5 officers per session)**
- 12/11/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructors: Greg Hansen (8-hour session)
- 12/11/20 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed officers)
- 12/15/20 JJC Chemical Agent and Force Options Scenario-Instructor: TBD (8-hour session – JCO)
- 12/18/20 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructors: Greg Hansen (8-hour session)
- 12/18/20 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed officers)

January 2021

- 1/6/21 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle (8-hour session - All employees)
- 1/8/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructors: Greg Hansen (8-hour session)
- 1/15/21 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed officers)
- 1/22/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-Instructors: Greg Hansen (8-hour session)
- 1/25-2/19/21 Juvenile Correctional Officer Core – Fresno City College (160-hour session)
- 1/26/21 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(5 officers per session)**
- 1/26/21 JJC Chemical Agent and Force Options Scenario-Instructor: TBD (8-hour session – JCO)
- 1/27/21 Officer Safety Level I (3rd Quarter – Range Master session) (4-hour session)
- 1/29/21 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed officers)

February 2021

- 2/2/21 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle (8-hour session - All employees)

Fresno Probation Annual Training Plan – TY 20/21

- 2/3/21 Officer Safety Level I (3rd Quarter – Session 1– Night Shoot– Baton recertification) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 2/5/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**- Instructors: Greg Hansen (8-hour session)
- 2/5/21 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed officers)
- 2/10/21 Officer Safety Level I (3rd Quarter – Session 2 – Night Shoot– Baton recertification) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 2/12/21 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed officers)
- 2/17/21 Juvenile Title 15 Trauma-Informed Training for Staff-Instructor: Dave Lockridge (8-hour session - JCO/DPO)
- 2/18/21 Juvenile Title 15 Trauma-Informed Training for Staff-Instructor: Dave Lockridge (8-hour session - JCO/DPO)
- 2/22/21 JJC Chemical Agent and Force Options Scenario-Instructor: TBD (8-hour session – JCO)
- 2/23/21 Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer-Instructor: Jason Nichols (2 sessions, AM & PM) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 2/24/21 Officer Safety Level I (3rd Quarter – Session 3 – Night Shoot– Baton recertification) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 2/24/21 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) (**5 officers per session**)
- 2/25/21 California Mandates for Probation (Adult Law Update)- Instructor: David Jaime (8-hour session – DPO)
- 2/26/21 California Mandates for Probation (Juvenile Law Update)- Instructor: David Jaime (8-hour session – JCO/DPO)
- 2/26/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**- Instructors: Greg Hansen (8-hour session)
- 2/26/21 Field Tactics for Probation Officers (SIMS) (8-hour session - Armed or voluntarily armed officers)

Fresno Probation Annual Training Plan – TY 20/21

March 2021

- 3/2/21 Cell Extraction – Refresher-Instructor: Todd Dearmore (*Morning 4-hour session*) (JCO series/DPO with approval of Training Manager)
- 3/2/21 Cell Extraction – Refresher-Instructor: Todd Dearmore (*Afternoon 4-hour session*) (JCO series/DPO with approval of Training Manager)
- 3/3/21 Cell Extraction – Initial Course-Instructor: Todd Dearmore (JCO series/DPO with approval of Training Manager) (*8-hour session*)
- 3/3/21 Officer Safety Level I (3rd Quarter – Session 4 – Night Shoot– Baton recertification) (*4-hour session - Armed or voluntarily armed officers as scheduled*)
- 3/4/21 Cell Extraction – Refresher-Instructor: Todd Dearmore (*Morning 4-hour session*) (JCO series/DPO with approval of Training Manager)
- 3/4/21 Cell Extraction – Refresher-Instructor: Todd Dearmore (*Afternoon 4-hour session*) (JCO series/DPO with approval of Training Manager)
- 3/5/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-Instructors: Greg Hansen (*8-hour session*)
- 3/5/21 Field Tactics for Probation Officers (SIMS) (*8-hour session - Armed or voluntarily armed officers*)
- 3/9/21 JJC Chemical Agent and Force Options Scenario-Instructor: TBD (*8-hour session – JCO*)
- 3/10/21 Officer Safety Level I (3rd Quarter – Session 5 – Night Shoot– Baton recertification) (*4-hour session - Armed or voluntarily armed officers as scheduled*)
- 3/11/21 Determinate Sentencing Law Update (DSL Update)-Instructor-TBD, M.L. Eslinger and Associates (*8-hour session - DPO*)
- 3/12/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructors: Greg Hansen (*8-hour session*)
- 3/12/21 Field Tactics for Probation Officers (SIMS) (*8-hour session - Armed or voluntarily armed officers*)
- 3/15/21 Motivational Interviewing-Instructor: TBD, Custom Training (*8-hour session - DPO/JCO*)
- 3/16/21 Motivational Interviewing-Instructor: TBD, Custom Training (*8-hour session - DPO/JCO*)

Fresno Probation Annual Training Plan – TY 20/21

- 3/17/21 Officer Safety Level I (3rd Quarter – Session 6– Night Shoot– Baton recertification) *(4-hour session - Armed or voluntarily armed officers as scheduled)*
- 3/18/21 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle *(8-hour session - All employees)*
- 3/19/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-Instructors: Greg Hansen *(8-hour session)*
- 3/22/21 Understanding Implicit Bias-Instructor TBD, M.L. Eslinger and Associates *(8-hour session – DPO/JCO)*
- 3/23/21 Understanding Implicit Bias-Instructor TBD, M.L. Eslinger and Associates *(8-hour session – DPO/JCO)*
- 3/23/21 Monadnock Expandable Baton - Certification and Recertification *(8-hour session - Armed or voluntarily armed officers as scheduled)*
- 3/24/21 Open Range - *(1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) (5 officers per session)*
- 3/25-3/26/21 Field Tactics for Probation Officers (SIMS) *(8-hour, 2-day – Newly Armed Officers)*

April 2021

- 4/7/21 Officer Safety Level I (4th Quarter – Range Master session) *(4-hour session)*
- 4/9/21 Open Range - *(1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) (5 officers per session)*
- 4/13/21 Dysfunctional Families-Instructor TBD, M.L. Eslinger and Associates *(8-hour session – DPO/JCO)*
- 4/14/21 Impact & Treatment of Youth Trauma-Instructor TBD, M.L. Eslinger and Associates *(8-hour session – DPO/JCO)*
- 4/14/21 Officer Safety Level I (4th Quarter – Session 1) – *(4-hour session - Armed or voluntarily armed officers as scheduled)*
- 4/16/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-Instructors: Greg Hansen *(8-hour session)*
- 4/20/21 JJC Chemical Agent and Force Options Scenario-Instructor: TBD *(8-hour session – JCO)*
- 4/21/21 Officer Safety Level I (4th Quarter – Session 2) – *(4-hour session - Armed or voluntarily armed officers as scheduled)*
- 4/22/21 Motivational Interviewing- Instructor: Jamie McDermott *(8-hour session - DPO/JCO)*

Fresno Probation Annual Training Plan – TY 20/21

- 4/23/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-
Instructors: Greg Hansen (8-hour session)
- 4/26/21 Post Traumatic Stress Disorder (PTSD)-Instructor: Dr. Thomas Broxtermann (8-hour
session - DPO/JCO)
- 4/27/21 Maintaining Ethics in Law Enforcement-Instructor: Dr. Thomas Broxtermann (8-hour
session - DPO/JCO)
- 4/28/21 Maintaining Ethics in Law Enforcement-Instructor: Dr. Thomas Broxtermann (8-hour
session - DPO/JCO)
- 4/28/21 Officer Safety Level I (4th Quarter – Session 3) – (4-hour session - Armed or voluntarily
armed officers as scheduled)
- 4/29/21 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle
(8-hour session - All employees)
- 4/30/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-
Instructors: Greg Hansen (8-hour session)

May 2021

- 5/5/21 Officer Safety Level I (4th Quarter – Session 4) – (4-hour session - Armed or voluntarily
armed officers as scheduled)
- 5/7/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-
Instructors: Greg Hansen (8-hour session)
- 5/17/21 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle
(8-hour session - All employees)
- 5/21/21 Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-
Instructors: Greg Hansen (8-hour session)
- 5/21/21 Monadnock Expandable Baton - Certification and Recertification (8-hour session -
Armed or voluntarily armed officers as scheduled)
- 5/21/21 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15
- Armed or voluntarily armed officers) (**5 officers per session**)
- 5/25/21 JJC Chemical Agent and Force Options Scenario-Instructor: TBD (8-hour session –
JCO)

June 2021

- 6/16/21 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15
- Armed or voluntarily armed officers) (**5 officers per session**)

Fresno Probation Annual Training Plan – TY 20/21

- 6/18/21 Medic First Aid/CPR/Blood Borne Pathogens-Instructor: Brian Dingle
(8-hour session - All employees)
- 6/29/21 JJC Chemical Agent and Force Options Scenario-Instructor: TBD *(8-hour session –
JCO)*

Fresno Probation Annual Training Plan – TY 20/21

Simunitions

Basic Field Tactics for Probation Officers - 16 Hour Initial Course

Officers have been identified for this two-day course.

Field Tactics for Probation Officers - 8 Hour Course

Designated for armed or voluntarily armed officers who have already participated in the 16-hour course.

Quarterly Qualifications

There will be four full days with AM and PM sessions, consisting of four hours per session. The Night Shoot will consist of six sessions of four hours (5:30 pm to 9:30 pm).

Open Range

Open Range will be to assist officers with their proficiency with their weapon. The Range Masters will assist officers with the fundamentals of weapon handling to include trigger control, sight alignment, stance, breathing, and grip. Officers shall arrange with their Supervisor/PSM before attending. Officers will be scheduled for a one-hour session – between the hours of 8:30 a.m. to 11:30 a.m.

Force Options (JCO's/DPO's)

Officers are required to take a Defensive Tactics class each training year.

Basic Striking, Weapons Retention, Joint Locks & Handcuffing (JCO's/DPO's)

This course is designed to teach the officer simple techniques which combines basic striking, weapons retention, and joint lock control holds and handcuffing.

Fresno Probation Annual Training Plan – TY 20/21

Additional Classes

Additional classes will be added as needed and/or requested. For example, but not limited to:

- Basic Field Tactics for Probation Officers (SIMS) (TBD)
- Blue Warning Lights on Probation Vehicles—SB587 (TBA)
- California Gang Task Force (CGTF)
- California Association of Probation Services Administrators (TBA)
- California Association of Probation Institution Administrators (TBA)
- Chief's Forums (TBD)
- Core Correctional Practices (CCP) (TBD)
- Director's Forums (TBD)
- Discipline, Performance Evaluation, Discrimination & Harassment (TBA)
- DSS 300 Hold Training (TBD)
- EPICS (TBD)
- Field Tactics for Probation Officers (SIMS) (TBD)
- Human Trafficking (TBD)
- Institutional Policy Review (TBD)
- Local Gang Training (TBD)
- M-PACT (TBD)
- Manager/Administrator Core Course (MACC)
- Managers Leadership Academy (TBA)
- Monadnock Expandable Baton - Certification and Recertification (TBD)
- PREA (TBD)
- STRONG-R (TBD)
- Suicide Identification and Prevention (TBD)
- STATIC 99 Update (TBD)
- Thinking for a Change (TBD)

Fresno Probation Annual Training Plan – TY 20/21

Schedule Changes

Based on unforeseen reasons with providers, availability of classes, financial impact, and lack of students; classes may be canceled or re-scheduled based on the needs of the department.

Training Opportunities

Above are training opportunities for the July 2020 thru June 2021 training year. The final approval on what classes the employee attends rests with their respective supervisor, manager, or director. All training requests must come from the identified JJC representative, PSM's or directors and not from the employee directly to the Training Manager, Training Officer, or Training Probation Tech. In addition, if officers are unable to attend a training class, they are to notify their respective PSM or (JCO's) the on-duty Watch Commander.

Requirements

Full time JCO's and Senior JCO's must attend in accordance with STC regulations a minimum of 24 hours of STC training for the training year.

Full time DPO's, Supervising JCO's, PSM's, Director's, and CPO must attend in accordance with STC regulations a minimum of 40 hours of STC training for the training year.

Newly hired JCO's, DPO's, promoted Supervising JCO's, and PSM's shall attend and complete (graduate) core training within their first year (anniversary date) of employment or during the first year of their promotion.

All employees shall adhere to the Probation Department's Administrative Policy # 4.260 regarding training expectations and attend all training classes on time.

All employees are to have their Department issued Identification Card with photo when attending all trainings.

Course Description

Fresno Probation Annual Training Plan – TY 20/21

7/16/20 & 8/25/20 The Implicit Bias and Its Impact: Dr. Thomas Broxtermann *(8-hour session - DPO/JCO)*

Probation officers are often asked to supervise a wide range of people. Everyone comes to the job with certain preexisting biases and beliefs about other people. This training is organized to better understand conscience and unconscious bias. This training will focus on ways to become more aware of our own bias and to better accept others, culture, diversity and multiculturalism. This skill building model helps to attain an environment of awareness, knowledge and personal skill development. The first part of this course is focused on learning about us as a society, identify fears, learned bias, prejudices. This class will work on ways to assess how these issues can impact our personal and professional decision making. The second part of the course is aimed at understanding, learning about and appreciating other cultures. The class will talk about cross cultural beliefs and conflicts that may cause. The third part of the course will attempt to identify ways to effect change and promote one's leadership skills in areas of implicit bias, cultural competences, conflict resolution and problem-solving abilities.

7/30/20 & 8/20/20 Emotional Intelligence: The Path to Health Through Understanding Trauma and Resiliency-Instructor: Jamie McDermott *(8-hour session - DPO/JCO)*

During this interactive course, participants will create a personalized plan based on the five components of emotional intelligence. They will also learn about how law enforcement, under stress, can move to adapted behaviors and start utilizing healthy emotional behaviors. Participants will leave the classroom with a plan for self-care which also includes movement, balanced diet, portion control, hydration, basic food preparation, basic exercises that can be done while working, strategies to support positive mental health, breathing exercises, the importance of restorative sleep and more. Utilizing a risk management perspective, participants will understand how a failure to address these issues negatively impacts retention, productivity, sick time usage, workplace culture, resiliency, efficacy, efficiency and employee health.

8/6/20 & 8/18/20 Title 15 Trauma Informed Care-Instructor: Jamie McDermott *(8-hour session - JCO/DPO)*

During this interactive training, the student will learn approaches and techniques to reduce the stress faced while interacting with traumatized youth in the juvenile justice system. By understanding trauma, the student can become more effective and find greater reward and success working with the youth in their care.

8/26/20 & 8/27/20 Vicarious Trauma-Instructor: Dr. Thomas Broxtermann *(8-hour session - DPO/JCO)*

Vicarious trauma, also known as secondary trauma, can be defined as indirect exposure to a traumatic event through a first-hand account or narrative of that event. People in the helping professions—counselors and therapists, rescue workers, police officers, doctors, and lawyers may be at risk of vicarious traumatization. Any person

Fresno Probation Annual Training Plan – TY 20/21

who has a significant relationship with a survivor of trauma may also come to experience secondary traumatization.

9/9/20 & 9/10/20
2/17/21 & 2/18/21

Juvenile Title 15 Trauma-Informed Training for Staff-Instructor: Dave Lockridge
(8-hour session - JCO/DPO)

Learn how to facilitate a trauma-informed, evidence-based program in your juvenile facility. Comply with Title 15 requirements to provide programming resources for youth and their families.

9/22/20 & 10/15/20

Adolescent Brain Development Leading to Adverse Choices-Instructor: TBD,
Custom Training (8-hour session - JCO/DPO)

Adolescence is a critical developmental phase of life, a time during which children acquire the social skills they need to thrive as adults. Just as critically, it is also the time in which their brains develop – or fail to develop – in a way that enables them to reach their full potential in life. Drug and alcohol use, chaotic families, mental and learning disorders, and the experience(s) of trauma, all impact the adolescent’s ability to understand and comply with court appointed and parental guidelines. Understanding the development of the human brain from birth to adulthood aids the Probation Officer in making decisions about case disposition and management, as well as making possible interventions.

9/30/20

Customer Service: Strategies for Improving Community Relationships-Instructor: Jon Morse (8-hour session - DPO/JCO)

This course will guide any and all corrections staff, that are interested in building better relationships with the community, in developing their vision, a mission /statement, and plans to achieve their chosen goals and objectives. They will then learn how to use specific communication strategies that will help them accomplish their stated purposes.

10/1/20

Tuning In With All Your Channels: Improving Communication Skills- Instructor: Jon Morse (8-hour session - DPO/JCO)

This course will give corrections and probation workers the communication skills needed for building more effective relationships with colleagues and clients. Participants will identify, practice, and develop trust and rapport building skills to achieve clearer communications in the corrections environment. The result of utilizing these tools of more effective communication, will lead to fewer physical confrontations by gaining voluntary compliance and fewer IA complaints for excessive force resulting in higher morale.

Fresno Probation Annual Training Plan – TY 20/21

- 10/2/20 Stress & Havoc or Peace & Calm: Effectively Managing Stress-Instructor: Jon Morse
(8-hour session - DPO/JCO)
- This course will assist corrections officers in learning to self-manage their behavior when interacting with clients, inmates and colleagues in a potentially stressful situation. The officers will be able to control their cognitive thinking processes. Effective management of stress will lead to increased energy, better health and an ability to focus and stay alert thereby enhancing their personal safety and effectiveness on the job.
- 10/12/20 &10/13/20 Impact of Trauma on Probation Personnel-Instructor: TBD Embassy Consulting *(8-hour session - DPO/JCO)*
- This course is designed to provide probation personnel insight and awareness into the potential cost of working in public safety with the goal of increasing emotional wellness and preventing mental health issues. Topics will include, but are not limited to: the various types of stress, burnout, anger and the anger-stress connection, the psychological and physiological impact of trauma, vicarious trauma/compassion fatigue, relationship health, police complex spiral trauma and post-traumatic stress/injury, public safety suicides, substance abuse and healthy coping strategies to increase resilience.
- 10/14/20 Crisis Intervention and Behavioral Health Training-Instructor: Commander Josef Levey (Ret) *(8-hour session - DPO/JCO)*
- Law Enforcement and Jail Personnel are dealing more and more with a growing mentally ill population. This course is designed to provide students with the tools necessary to identify individuals who may be suffering from mental illness. The course will also provide students with active listening skills in order to have a safe disposition.
- 10/20/20 Special Needs & Probation-Instructor: Brian Herritt *(8-hour session - DPO/JCO)*
- This in-depth and thought-provoking course will teach probation and corrections staff about the top 10 special needs diagnosis found in the criminal justice system. Students who complete this course will be able to identify the core behaviors and characteristics of numerous special needs categories, understand the power of discourse and understanding, de-escalation techniques, common terminology used within the special needs community, exposure to the good and the negative within the special needs world, crime types most commonly found within each special need group, common medications used and their effects, and become comfortable in dealing with persons with special needs.
- 11/5/20 Utilizing Emotional Intelligence to Understand Implicit Bias-Instructor: Jamie McDermott *(8-hour session - DPO/JCO)*

Fresno Probation Annual Training Plan – TY 20/21

During this highly interactive course, participants will learn the five components of emotional intelligence while focusing on self-awareness and self-regulation. Because implicit bias is defined as the beliefs we have about others, both conscious and unconscious, it is vital that we have profound self-awareness and develop exceptional social skills in law enforcement environments.

- 12/8/20 & 12/9/20 Tactical Communications-Instructor: Richard Garrett (*8-hour session – DPO/JCO*)
- This course is designed to train attendees in how to diffuse conflict when encountering hostile, uncooperative, or emotionally upset people. This course is designed to assist officers in modifying contacts into positive experiences and reduce the potential for complaints or the escalation into higher levels of force.
- 2/23/21 Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer-Instructor: Jason Nichols (*4-hour sessions – Armed DPO and JCO as scheduled*)
- Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer – THE FIRST 5 MIN. – a 4-hour course designed to teach law enforcement and correctional officers how to save their own lives and the lives of fellow officers from a traumatic injury.
- 2/25/21 California Mandates for Probation (Adult Law Update)-Instructor: David Jaime (*8-hour session - DPO*)
- Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field. Curriculum will focus on laws that affect Adult Supervision.
- 2/26/21 California Mandates for Probation (Juvenile Law Update)-Instructor: David Jaime (*8-hour session - DPO/JCO*)
- Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect juvenile probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field. Curriculum will focus on laws that affect Juvenile Supervision.
- 3/11/21 Determinate Sentencing Law Update-Instructor: TBA- M.L. Eslinger (*8-hour session DPO*)

Fresno Probation Annual Training Plan – TY 20/21

This is an overview of the DSL course with focus on the determinate sentencing law and current changes to this law, as well as new legislation that affects the field of corrections and the criminal justice system. Also covered will be judicial council rulings and laws relating to sex crimes, enhancements and priors.

3/15/21 & 3/16/21 Motivational Interviewing-Instructor: TBD, Custom Training *(8-hour session - DPO/JCO)*

Motivational Interviewing (MI) is simple, outcome driven, and energy efficient. It is a central piece to Evidence-based Practice at the line staff level. The probation officer (PO) seeks to create a professional alliance, a collaborative working relationship. This interview style and PO skill set allows for problem solving and creates competency and personal responsibility in the probationer. The course integrates the role of MI in the case management process and gives the PO the language and concrete strategies to guide probationers through the stages of change. Communication skills and empathic active listening are explored and practiced. A problem-solving model is provided that can be replicated on the job. This active, hands-on course supplies specific, take-away skills that can be used immediately and can produce measurable outcomes over time.

3/22/21 & 3/23/21 Understanding Implicit Bias-Instructor TBD, M.L. Eslinger and Associates *(8-hour session – DPO/JCO)*

This training is a skill building model, developed to better understand our own conscience and unconscious bias. To create more awareness of our own bias and better accept others, their cultural, diversity and multiculturalism. This skill building model fosters an environment of awareness, knowledge and personal skill development. The first part is learning about us, identify fears, learned bias, prejudices, and to assess how these issues can impact our personal and professional decision making and relationships. The second part is to understand, learn about and appreciate other cultures, cross cultural and conflicts. The third part is identifying ways to effect change and promote one's leadership skills in areas of implicit bias, cultural competences, conflict resolution and problem-solving abilities.

4/13/21 Dysfunctional Families-Instructor TBD, M.L. Eslinger and Associates
(8-hour session – DPO/JCO)

This course will focus on what creates a delinquent, adolescent delinquent, delinquents' major motivations, peer pressure/peer dependence, causes of the "generation gap", sex and the adolescent, juvenile's need for guidance, "quick fix" help for parents and the criminal justice system.

4/14/21 Impact & Treatment of Youth Trauma-Instructor TBD, M.L. Eslinger and Associates
(8-hour session – DPO/JCO)

Fresno Probation Annual Training Plan – TY 20/21

This workshop is designed to offer an overview of the variety of types of early traumatic experiences that can have long-lasting physical and neurological effects and offers diagnostic tips that may point to the presence of early trauma in juveniles or adults on probation. It provides a summary of some of the most commonly utilized treatment tools used to aid, mitigate and address these issues, and identifies risk factors and supervision concerns for this specific population.

4/22/21

Motivational Interviewing- Instructor: Jamie McDermott (*8-hour session - DPO/JCO*)

Probation staff are charged with the immense tasks of community protection and offender rehabilitation. In order to create the most positive impact possible, it is imperative that probation staff understand the real-life challenges that probationers face when it comes to creating long-lasting, effective change in their lives. It is also critical that probation staff learn how to successfully motivate and actively participate in each probationer's rehabilitation. This course not only teaches staff how to optimize rehabilitative outcomes, but also how to implement evidence-based practices to overcome the oft-experienced ambivalence of probationers when tasked by the court to change their lives.

4/26/21

Post Traumatic Stress Disorder (PTSD)-Instructor: Dr. Thomas Broxtermann (*8-hour session - DPO/JCO*)

Post-Traumatic Stress Disorder (PTSD) is a psychiatric anxiety disorder that can develop after experiencing a life-threatening or traumatic event such as military combat, a violent assault or serious injury collision. The traumatic event causes you to respond with fear, helplessness and horror. PTSD may be triggered by an external factor or factors. Its symptoms can include the following: nightmares, flashbacks, emotional detachment or numbing of feelings (emotional self-mortification or dissociation), insomnia, avoidance of reminders and extreme distress when exposed to the reminders ("triggers"), loss of appetite, irritability, hypervigilance, memory loss (may appear as difficulty paying attention), excessive startle response, clinical depression, and anxiety. It is also possible for a person suffering from PTSD to exhibit one or more other comorbid psychiatric disorders; these disorders often include clinical depression (or bipolar disorder), general anxiety disorder, and a variety of addictions.

4/27/21 & 4/28/21

Maintaining Ethics in Law Enforcement-Instructor: Dr. Thomas Broxtermann (*8-hour session - DPO/JCO*)

Employees attending this training will learn the meaning of ethical behavior and its importance in the field of law enforcement. Maintaining proper conduct both on and off-duty are stressed, along with what it means to be a "professional." In addition, learning to be an "ethical role model" for other staff and employees will assist the individual in a commitment to excellence.