

# Fresno County Probation



## Training Plan 2025/2026

# Fresno Probation Annual Training Plan – TY 25/26

## July 2025

- 7/2/25 Juvenile Justice Campus Use of Force Policy Review Instructor: TBD (*4-hour STC session* required for – *All DPOs, ADC's, and DC's*) Must be enrolled by supervisor.
- 7/7/25-8/8/25 Juvenile Correctional Officer Core – Fresno City College (*191-hours*)
- 7/9/25 Juvenile Justice Campus Use of Force Policy Review Instructor: TBD (*4-hour STC session* required for – *All DPOs, ADC's, and DC's*) Must be enrolled by supervisor.
- 7/16/25 Juvenile Justice Campus Use of Force Policy Review Instructor: TBD (*4-hour STC session* required for – *All DPOs, ADC's, and DC's*) Must be enrolled by supervisor.
- 7/18/25 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (*8-hour session - All employees*)
- 7/18/25 Open Range - (*1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers*) **(10 officers per session)** No STC credit provided.
- 7/23/25 NRCT Instructor Development Training (*4-hour session*; Must be enrolled by ADC)
- 7/30/25 1-Day NRCT for Field Services (*JCO/Institution Series, 8-hour*)

## August 2025

- 8/1/25 1-Day NRCT for Field Services (*DPO Series, 8-hour*)
- 8/5/25 Officer Safety Level I (1<sup>st</sup> Quarter – Range Master session) (*4-hour session*)
- 8/7/25 1-Day NRCT for Field Services (*JCO/Institution Series, 8-hour*)
- 8/11/25 Conflict Resolution: Can't We All Just Get Along-Instructor: Dr. Broxtermann (*8-hour session - DPO/JCO*)
- 8/12/25 Empathy: A Key Relationship Skill-Instructor: Dr. Broxtermann (*8-hour session - DPO/JCO*)
- 8/13/25 Officer Safety Level I (1<sup>st</sup> Quarter – Session 1) (*4-hour session - Armed or voluntarily armed officers as scheduled*)
- 8/15/25 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (*8-hour session - All employees*)
- 8/20/25 Officer Safety Level I (1<sup>st</sup> Quarter – Session 2) (*4-hour session - Armed or voluntarily armed officers as scheduled*)

# Fresno Probation Annual Training Plan – TY 25/26

8/22/25	Open Range - (1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b><u>(10 officers per session)</u></b> No STC credit provided.
8/26/25	De-Escalation for Law Enforcement Professionals -Instructor: Richard Garrett (8-hour session – DPO/JCO)
8/26/25	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
8/27/25	Officer Safety Level I (1 <sup>st</sup> Quarter – Session 3) (4-hour session - Armed or voluntarily armed officers as scheduled)
8/29/25	Monadnock Expandable Baton – Initial User Course (4-hour session - Armed or voluntarily armed officers as scheduled)

## **September 2025**

9/2/25	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
9/3/25	Officer Safety Level I (1 <sup>st</sup> Quarter – Session 4) (4-hour session - Armed or voluntarily armed officers as scheduled)
9/8/25-9/12/25	PC 832 Laws of Arrest (Peace Officers with ADC approval) (40-hour session)
9/9/25	1-Day NRCT for Field Services (DPO Series, 8-hour)
9/9/25-9/12/25	Background Investigator Course Fresno City College (32-hour session - Peace Officers with DC/ADC approval)
9/10/25	Officer Safety Level I (1 <sup>st</sup> Quarter – Session 5) (4-hour session - Armed or voluntarily armed officers as scheduled)
9/12/25	Field Tactics Open Session (SIMS) - (1-hour 30-minutes session beginning at 8:45a.m. Last session will start at 2:00 p.m. - Armed or voluntarily armed officers) <b><u>(8 officers per session)</u></b> No STC credit provided.
9/15/25	Dealing with Critical Incidents: Trauma and Stress-Instructor: Todd Dearmore (8-hour session – DPO/JCO)
9/15/25 - 10/24/25	Probation Officer Core - Fresno City College (231-hour session)
9/16/25	Tactical Communication and De-Escalation-Instructor: Todd Dearmore (8-hour session – DPO/JCO)
9/16/25	Chemical Agent-Instructor: TBD (8-hour session – DPO/JCO)
9/18/25	Radio Training – 2-hour session (AM/PM) – (Armed or voluntarily armed officers as scheduled))

# Fresno Probation Annual Training Plan – TY 25/26

9/18/25	From Risk to Results: Putting EBP into Practice- All DPOs, identified JCO's and Social Workers)- Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)
9/22/25	CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - All employees)
9/23/25	Field Tactics for Probation Officers (SIMS) (8-hour- Armed or voluntarily armed officers)
9/24/25-9/26/25	3-Day NRCT for Institution (DPO/JCO Initial Course, 8-hour, 3-day)
9/26/25	Open Range - (1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b><u>(10 officers per session)</u></b> No STC credit provided.
9/29/25-10/3/25	Firearms Instructor Course Fresno City College (40-hour session - Peace Officers with ADC approval)
9/30/25	Field Tactics for Probation Officers (SIMS) (8-hour- Armed or voluntarily armed officers)

## **October 2025**

10/2/25	Field Tactics for Probation Officers (SIMS) (8-hour- Armed or voluntarily armed officers)
10/7/25	Officer Safety Level I (2 <sup>nd</sup> Quarter – Range Master session) (4-hour session)
10/9/25	Field Tactics for Probation Officers (SIMS) (8-hour- Armed or voluntarily armed officers)
10/10/25	Open Range - (1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b><u>(10 officers per session)</u></b> No STC credit provided.
10/13/25	Introduction to Criminal Street Gangs-Instructor: Jason Dale (8-hour session – DPO/JCO)
10/14/25	Effective Communication for Positive Outcome-Instructor: Jason Dale (8-hour session – DPO/JCO)
10/14/25	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
10/15/25	Officer Safety Level I (2 <sup>nd</sup> Quarter – Session 1) (4-hour session - Armed or voluntarily armed officers as scheduled)
10/17/25	Field Tactics for Probation Officers (SIMS) (8-hour- Armed or voluntarily armed officers)
10/20/25-11/21/25	Juvenile Correctional Officer Core – Fresno City College (191-hours)
10/14/25	1-Day NRCT for Field Services (DPO Series, 8-hour)

# Fresno Probation Annual Training Plan – TY 25/26

10/22/25	Officer Safety Level I (2 <sup>nd</sup> Quarter – Session 2) <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
10/24/25	CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training <i>(8-hour session - All employees)</i>
10/24/25	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
10/27/25-10/29/25	Internal Affairs Investigator Course Fresno City College <i>(32-hour session - Peace Officers with DC/ADC approval)</i>
10/28/25	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
10/28/25	Leadership Principles and Team Building-Instructor: Mike Henkle <i>(8-hour session – DPO/JCO)</i>
10/29/25	Officer Safety Level I (2 <sup>nd</sup> Quarter – Session 3) <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>

## **November 2025**

11/4/25	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
11/5/25	Officer Safety Level I (2 <sup>nd</sup> Quarter – Session 4) <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
11/7/25	CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training <i>(8-hour session - All employees)</i>
11/7/25	Open Range - <i>(1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b><u>(10 officers per session)</u></b></i> No STC credit provided
11/7/25	1-Day NRCT for Field Services <i>(DPO Series, 8-hour)</i>
11/10/25-11/13/25	Background Investigator Course Fresno City College <i>(32-hour session - Peace Officers with DC/ADC approval)</i>
11/10/25-11/11/25	Expandable Baton Instructor Course Fresno City College <i>(16-hour session - Peace Officers with ADC approval)</i>
11/12/25	Officer Safety Level I (2 <sup>nd</sup> Quarter – Session 5) <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
11/13/25	1-Day NRCT for Field Services <i>(JCO/Institution Series, 8-hour)</i>

# Fresno Probation Annual Training Plan – TY 25/26

11/13/25	From Risk to Results: Putting EBP into Practice- All DPOs, identified JCO's and Social Workers) - Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)
11/14/25	Field Tactics Open Session (SIMS) - (1-hour 30-minutes session beginning at 8:45a.m. Last session will start at 2:00 p.m. - Armed or voluntarily armed officers) <b><u>(8 officers per session)</u></b> No STC credit provided.
11/17/25	NRCT Instructor Development Training (4-hour session; Must be enrolled by ADC)
11/18/25	Field Tactics for Probation Officers (SIMS) (8-hour- Armed or voluntarily armed officers)
11/20/25	Field Tactics for Probation Officers (SIMS) (8-hour- Armed or voluntarily armed officers)
11/20/25-11/21/25	Leadership Development Program Fresno City College (16-hour session with ADC/Managers approval)

## **December 2025**

12/1/25-12/12/25	STC Supervisor Core Course Fresno City College (80-hour session) (Peace Officers as scheduled by Training ADC)
12/2/25-12/3/25	Field Tactics for Probation Officers (SIMS) (16-hours, 2-day – Newly Armed Officers)
12/4/25	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
12/5/25	CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, React Medical Training (8-hour session - All employees)
12/8/25	1-Day NRCT for Field Services (DPO Series, 8-hour)
12/9/25	Radio Training – 2-hour session (AM/PM) – (Armed or voluntarily armed officers as scheduled))
12/10/25	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
12/10/25	Open Range - (1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b><u>(10 officers per session)</u></b> No STC credit provided.
12/11/25	Suicide Prevention-Instructor: Todd Dearmore (8-hour session – DPO/JCO)
12/15/25-12/17/25	3-Day NRCT for Institution (DPO/JCO Initial Course, 24-hours, 3-day)

## **January 2026**

1/5/26 -1/9/26	Firearm Instructor Course Fresno City College (40-hour session - Peace Officers with ADC approval)
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# Fresno Probation Annual Training Plan – TY 25/26

1/5/26-1/9/26	PC 832 Laws of Arrest (Peace Officers with ADC approval) (40-hour session)
1/12/26-1/15/26	Background Investigator Course Fresno City College (32-hour session - Peace Officers with DC/ADC approval)
1/13/26-1/15/26	3-Day NRCT for Institution (DPO/JCO Initial Course, 8-hour, 3-day)
1/15/26	Open Range - (1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b>(10 officers per session)</b> No STC credit provided.
1/19/26-2/20/26	Juvenile Correctional Officer Core – Fresno City College (191-hours)
1/21/26	Officer Safety Level I (3 <sup>rd</sup> Quarter – Range Master session – Night Shoot) (4-hour session)
1/22/26	From Risk to Results: Putting EBP into Practice- All DPOs, identified JCO's and Social Workers) - Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)
1/23/26	CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (8-hour session - All employees)
1/23/26	Radio Training – 2-hour session (AM/PM) – (Armed or voluntarily armed officers as scheduled))
1/23/26	1-Day NRCT for Field Services (DPO Series, 8-hour)
1/26/26	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
1/26/26-2/6/26	STC Supervisor Core Course (80-hour session) (Peace Officers as scheduled by Training ADC)
1/27/26	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 1– Night Shoot) (4-hour session - Armed or voluntarily armed officers as scheduled)
1/29/26	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 2 – Night Shoot) (4-hour session - Armed or voluntarily armed officers as scheduled)
1/29/26	Duty to Intervene/Bystander Intervention-Instructor: Todd Dearmore (8-hour session – DPO/JCO)

## **February 2026**

2/2/26	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
2/3/26	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 3 – Night Shoot) (4-hour session - Armed or voluntarily armed officers as scheduled)

# Fresno Probation Annual Training Plan – TY 25/26

2/5/26	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 4 – Night Shoot) <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
2/6/26	CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute <i>(8-hour session - All employees)</i>
2/10/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
2/11/26	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 5 – Night Shoot) <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
2/12/26	Human Trafficking-Instructor: Jason Dale <i>(8-hour session -DPO/JCO)</i>
2/13/26	1-Day NRCT for Field Services <i>(DPO Series, 8-hour)</i>
2/13/26	Introduction to Criminal Street Gangs-Instructor: Jason Dale <i>(8-hour session - DPO/JCO)</i>
2/17/26	1-Day NRCT for Field Services <i>(JCO/Institution Series, 8-hour)</i>
2/18/26	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 6 – Night Shoot) <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
2/20/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
2/24/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
2/25/26	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 7 – Night Shoot) <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
2/26/26	Understanding and Coping with Mentally Disordered-Instructor: Alex Ruiz <i>(8-hour session -DPO/JCO)</i>
2/27/26	Open Range - <i>(1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b><u>(10 officers per session)</u></b> No STC credit provided.</i>

## **March 2026**

3/2/26-3/4/26	PC 832 Firearms-FPD Regional Training Center <i>(24-hour session - Peace Officers with ADC approval)</i>
3/3/26	NRCT Instructor Development Training <i>(4-hour session; Must be enrolled by ADC)</i>
3/6/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>



# Fresno Probation Annual Training Plan – TY 25/26

3/7/26	Field Tactics for Juvenile Transport Officers (SIMS) <i>(8-hour- Armed JCO Transport officers)</i>
3/10/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
3/12/26	Field Tactics Open Session (SIMS) - <i>(1-hour 30-minutes session beginning at 8:45a.m. Last session will start at 2:00 p.m. - Armed or voluntarily armed officers) <b>(8 officers per session)</b></i> No STC credit provided.
3/13/26	Monadnock Expandable Baton – Initial User Course <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
3/13/26	1-Day NRCT for Field Services <i>(DPO Series, 8-hour)</i>
3/16/26-3/19/26	Background Investigator Course Fresno City College <i>(32-hour session - Peace Officers with DC/ADC approval)</i>
3/17/26	1-Day NRCT for Field Services <i>(JCO/Institution Series, 8-hour)</i>
3/18/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
3/19/26	Cultural Diversity-Instructor: Dr. Thomas Broxtermann <i>(8-hour session - DPO/JCO)</i>
3/20/26	Open Range - <i>(1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b>(10 officers per session)</b></i> No STC credit provided.
3/23/26	CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute <i>(8-hour session - All employees)</i>
3/23/26-3/27/26	Firearm Instructor Course Fresno City College <i>(40-hour session - Peace Officers with ADC approval)</i>
3/25/26	Officer Safety Level I (4 <sup>th</sup> Quarter – Range Master session) <i>(4-hour session)</i>
3/26/26	From Risk to Results: Putting EBP into Practice- All DPOs, identified JCO's and Social Workers) - Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)
3/27/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>

## **April 2026**

4/6/26-5/15/26	Probation Officer Core - Fresno City College <i>(231-hour session)</i>
4/8/26	Officer Safety Level I (4 <sup>th</sup> Quarter – Session 1 - Baton recertification) – <i>(4-hour session)</i>

# Fresno Probation Annual Training Plan – TY 25/26

4/9/26	From Risk to Results: Putting EBP into Practice- All DPOs, identified JCO's and Social Workers) - Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)
4/10/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
4/13/26-4/24/26	STC Supervisor Core Course <i>(80-hour session) (Peace Officers as scheduled by Training ADC)</i>
4/15/26	Officer Safety Level I (4 <sup>th</sup> Quarter – Session 2 - Baton recertification) – <i>(4-hour session)</i>
4/17/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
4/21/26	Increasing Happiness at Work and Home-Instructor: Jason Dale <i>(8-hour session – DPO/JCO)</i>
4/22/26	Officer Safety Level I (4 <sup>th</sup> Quarter – Session 3 - Baton recertification) – <i>(4-hour session)</i>
4/24/26	CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute <i>(8-hour session - All employees)</i>
4/24/26	Open Range - <i>(1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) (10 officers per session)</i> No STC credit provided.
4/24/26	1-Day NRCT for Field Services <i>(DPO Series, 8-hour)</i>
4/27/26	Effective Communication for Positive Outcome-Instructor: Jason Dale <i>(8-hour session – DPO/JCO)</i>
4/27/26-5/1/26	Internal Affairs Investigator Course Fresno City College <i>(32-hour session - Peace Officers with DC/ADC approval)</i>
4/29/26	Officer Safety Level I (4 <sup>th</sup> Quarter – Session 4 - Baton recertification) – <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
4/30/26	From Risk to Results: Putting EBP into Practice- All DPOs, identified JCO's and Social Workers) - Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)

## **May 2026**

5/1/26	Field Tactics for Probation Officers (SIMS) <i>(8-hour- Armed or voluntarily armed officers)</i>
5/5/26	Juvenile Title 15 Trauma-Informed Training for Staff-Instructor: Dave Lockridge <i>(8-hour session - JCO/DPO)</i>

# Fresno Probation Annual Training Plan – TY 25/26

5/6/26	Officer Safety Level I (4 <sup>th</sup> Quarter – Session 5 - Baton recertification) – <i>(4-hour session - Armed or voluntarily armed officers as scheduled)</i>
5/7/26	NRCT Instructor Development Training <i>(4-hour session; Must be enrolled by ADC)</i>
5/11/26	1-Day NRCT for Field Services <i>(JCO/Institution Series, 8-hour)</i>
5/12/26-5/13/26	Field Tactics for Probation Officers (SIMS) <i>(16-hours, 2-day – Newly Armed Officers)</i>
5/15/26	Open Range - <i>(1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b><u>(10 officers per session)</u></b> No STC credit provided.</i>
5/18/26	CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute <i>(8-hour session - All employees)</i>
5/18/26	Chemical Agent Training- (Instructor: TBD 8-hour session – DPO/JCO)
5/18/26-5/22/26	Firearm Instructor Course Fresno City College <i>(40-hour session - Peace Officers with ADC approval)</i>
5/18/26-5/22/26	PC 832 Laws of Arrest (Peace Officers with ADC approval) <i>(40-hour session)</i>
5/20/26	1-Day NRCT for Field Services <i>(DPO Series, 8-hour)</i>
5/21/26	Field Tactics Open Session (SIMS) - <i>(1-hour 30-minutes session beginning at 8:45a.m. Last session will start at 2:00 p.m. - Armed or voluntarily armed officers) <b><u>(8 officers per session)</u></b> No STC credit provided.</i>
5/27/26	Radio Training – <i>2-hour session (AM/PM) – (Armed or voluntarily armed officers as scheduled))</i>
5/29/26	From Risk to Results: Putting EBP into Practice- All DPOs, identified JCO's and Social Workers) - Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)

## **June 2026**

6/1/26-6/3/26	3-Day NRCT for Institution (DPO/JCO Initial Course, 8-hour, 3-day)
6/8/26	1-Day NRCT for Field Services <i>(JCO/Institution Series, 8-hour)</i>
6/10/26	1-Day NRCT for Field Services <i>(DPO Series, 8-hour)</i>
6/12/26	CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute <i>(8-hour session - All employees)</i>

# Fresno Probation Annual Training Plan – TY 25/26

6/12/26	Open Range - (1-hour 15-minutes session beginning at 8:45 a.m. Last session will start at 12:30 - Armed or voluntarily armed officers) <b><u>(10 officers per session)</u></b> No STC credit provided.
6/15/26	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
6/17/26	1-Day NRCT for Field Services (JCO/Institution Series, 8-hour)
6/25/26	From Risk to Results: Putting EBP into Practice- All DPOs, identified JCO's and Social Workers)- Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)

## **Additional Classes**

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

- Board of State and Community Corrections (BSCC)
- California Association of Probation Services Administrators (TBA)
- California Association of Probation Institution Administrators (TBA)
- California Indian Child Welfare Act State Plan (Cal-ICWA) TBD
- Chief Probation Officers of California (CPOC) Trainings (TBA)
- Core Correctional Practices (CCP) (TBD)
- Diversity Related Training--  
4 Classes (TBD)
- Institutional Policy Review (TBD)
- Local Gang Training (TBD)
- Manager/Administrator Core Course (MACC)(TBD)
- Managers Leadership Academy; MLA (TBA)
- PREA (TBD)
- Noble Assessment and Case Plan (Adult and Juvenile) (TBD)
- Supervisor Leadership Academy (SLA) (TBD)
- Provided by Wellpath (TBD)
- STATIC 99 Update (TBD)

# Fresno Probation Annual Training Plan – TY 25/26

## **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 2024 thru June 2025 training year. The final approval on what classes the employee attends rests with their respective supervisor, ADC's, or DC's. All training requests must come from the identified JJC representative, ADC's, or DC's and not from the employee directly to the Training ADC, Training Coordinator, or Training Probation Technician. In addition, if officers are unable to attend a training class, they are to notify their respective ADC 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, ADC's, DC'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 ADC'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 Lexipol Policy #203 and JJC Policy #313.6 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.

All DPOs and JCOs must attend Motivational Interviewing training at least once, within or during their first year of employment.

All DPO's and JCO's must attend an initial 24-hour Natural Response Control Tactics (NRCT) Class and a subsequent 8-hour NRCT class every year thereafter.

# **Course Description**

# Fresno Probation Annual Training Plan – TY 25/26

## **3-Day/1 Day NRCT Use of Force (JCO's/DPO's)**

Community-Based personnel. The techniques are designed to be quickly learned, easily applied and retained, and can be effectively applied by officers of varying size, strength, experience and age. NRCT examines the realities of how Parole, Probation, Corrections and Community-Based officers are most likely confronted in office, field and custody environments. It then provides tactics that officers can apply in these situations that will increase their ability to successfully avoid or control these situations. After successful completion of the mandatory 3-day NRCT training, officers will proceed to an annual 8-hour NRCT focused training.

\* The initial 3-day NRCT training created by Community Corrections Institute (CCI) must be taken in consecutive 3-day blocks and was not approved by CCI for officers to come in at different times throughout the training year (i.e. day one the month of July, day two the month of August and day three the month of September).

## **Chemical Agents**

Explain what OC and the history is of chemical agents' composition. Discuss the psychological and physiological effects of OC. State legal issues regarding the use and possession of chemical agents. Explain use of force and officer safety related to chemical agents. Examine department policy related to chemical agents. Identify proper stance, grips and techniques, and appropriate verbal skills. Explain decontamination and first aid procedures. Demonstrate use of decontamination procedures after trainee receives full exposure of OC to facial area.

## **Noble Assessment and Case Plan (Adult and Juvenile)**

Noble Assessment and Case Planning prepares students to effectively apply the guiding principles of Evidence-Based Practices (EBP) to make informed, data-driven decisions that can improve a person under supervision's outcome. Students will learn the history, purpose, and principles of EBP and understand how to integrate these concepts into both the risk assessment and case planning processes. Through hands-on experience with Noble software, they will develop the skills needed to conduct risk assessments, enter data, and analyze the results. Using this data, students will create targeted case plans that focus on identified areas for intervention, setting clear goals, and defining measurable outcomes. Additionally, students will be able to evaluate the effectiveness of their case plans and assessments, ensuring they align with evidence-based practices and effectively address identified risks

## **Field Tactics for Probation Officers - 8 Hour Course**

Designated for armed or voluntarily armed officers who have already participated in the 16-hour course. This course is designed to provide field officers hands-on simulation live-fire experience in clearing buildings, houses, and vehicles in a technical and tactically safe manner. The student will utilize all levels of the Department's force options: which include officer presence, verbal, OC (inert for training), baton, and finally weapons (Glock 17T simulation weapons and less than lethal rounds used) to safely clear the simulated building, house, or vehicle.

# Fresno Probation Annual Training Plan – TY 25/26

## **Field Tactics for Juvenile Transport Officers - 8 Hour Course**

This course is designed to provide juvenile transport officers hands-on simunition live-fire experience in clearing buildings, houses, and vehicles in a technical and tactically safe manner. The student will utilize all levels of the Department's force options: which include officer presence, verbal, OC (inert for training), baton, and finally weapons (Glock 17T simunition weapons and less than lethal rounds used) to safely clear the simulated building, house, or vehicle.

## **Juvenile Placement Core**

Juvenile Place Core was developed to be consistent with the flow of the placement process, from initial placement into foster care through termination of a case. This includes transitions to extended foster care services. Participants who complete this course will have a full understanding of all Division 31 requirements. The course material is presented in a variety of ways to allow for various learning styles with a mix of lecture, short videos with discussion, practical skill building activities and small group discussion exercises. Content is comprised of technical, practical tasks mixed with some of the adaptive skills needed in a placement probation officer. Below is the breakdown of the course's five modules that are covered in the 6.5-day course. CPOC's Juvenile Placement Core meets the California Department of Social Services (DSS) training requirements for placement staff. It is preferred that placement probation officers complete Probation Officer Core before enrolling in Juvenile Placement Core.

## **Supervisor Placement Core**

The Placement Supervising Probation Officer Core is designed for newly assigned Probation Placement Unit Supervisors and others in a leadership role within probation. This course will encompass all aspects of the probation placement process for juvenile justice youth through the lens of a supervisor/manager. Some of the important aspects would include but not be limited to case planning, concurrent planning, family finding, permanency, FFPSA state and federal requirements and the supervisor's role in the Child and Family Services Review. This course is designed to give supervisors the expertise needed to ensure that their placement unit is compliant with Division 31 requirements, Title IV-E mandates, and aspects of the supervisory role.

## **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/ADC before attending. Officers will be scheduled for a 1-hour, 15-minute session – between the hours of 8:30 a.m. to 12:15 p.m. No STC credit provided.

## **Field Tactics Open Session (SIMS)**

This training provides a practical, hands-on review of basic field tactics designed for officers seeking to strengthen their skills and knowledge. Officers will discuss, demonstrate and practice field tactics related to conducting field contacts, searches, arrests, use of force, and de-escalation techniques.”



# Fresno Probation Annual Training Plan – TY 25/26

## **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).

## **Simunitions**

Basic Field Tactics for Probation Officers - 16 Hour Initial Course

Officers have been identified for this two-day course.

## **From Risk to Results: Putting EBP into Practice – (All DPOs, identified JCO's and Social workers)**

This training course provides a comprehensive overview of Evidence-Based Practices (EBP) in community corrections, focusing on strategies proven to reduce recidivism and improve individual outcomes. Participants will learn how to effectively use risk and needs assessments to guide decision-making, develop individualized case plans aligned with the Risk-Need-Responsivity (RNR) model, and implement best practices supported by current research. The course will also cover the use of incentives to reinforce positive behavior and the application of fair and consistent sanctions to address noncompliance, all within a framework that promotes behavior change and accountability.

## **Staff Development and Training Human Resources- Training**

The County of Fresno, Staff Development and training offers an array of classes to all county employees. Some of the classes they have offered include the following: Change Management, Leadership, Time management, Customer Service, Emotional Intelligence etc. The Course catalog is located in E-services, under Human Resources, and then click on Training. If you located a class, that you would like to attend please consult with your supervisor for approval. Most of the classes are at no cost to the Department unless it is specified in the course description.

# Fresno Probation Annual Training Plan – TY 25/26

8/11/25

Conflict Resolution: Can't We All Just Get Along-Instructor: Dr. Broxtermann (8-hour session - DPO/JCO)

## New Course

It's a rare leader who never has to address an issue of conflict in the workplace. Surveys show that managers spend about 25% of their valuable time handling conflicts between employees. Participants will assess their own behavior in conflict situations. This hard-hitting workshop will help you to get an upper hand on conflict in your organization.

8/12/25

Empathy: A Key Relationship Skill-Instructor: Dr. Broxtermann (8-hour session - DPO/JCO)

## New Course

One of today's significant challenges in the training of law enforcement and mental health professionals and people helpers of all kinds is the development of effective interpersonal skills, and among these is the capacity for empathy. An operational definition I like to use has two components: First, empathy is an ability to imagine with some degree of accuracy what it's like to be in the predicament of the other person; and secondly, empathy entails the ability to communicate that awareness, so the other person feels understood. Empathy entails a different kind of learning. Just reading textbooks won't develop this skill. Nor is it a visual-motor skill, like getting the knack in golfing or basketball. Nor is empathy a matter of simple good will, caring, or an intention to be sensitive. Some books or papers about empathy describe it as a sensitivity to nonverbal communication, but I think this is only a small component. Rather, I view this skill as a matter mainly of focused imagination, picturing in the mind what it might be like to be in the other person's predicament. This skill also involves an integration of remembering, rational thinking, intuition, and feeling, all of which support the active imaginative process. Empathy is teachable, but it requires experiential learning, practice. I challenge the cliché that "you either have it or you don't." Certainly, there is a variable distribution of talent for this endeavor, but just about anyone can improve whatever level of innate ability with practice.

8/26/25

De-Escalation for Law Enforcement Professionals-Instructor: Richard Garrett-(8-hour session - DPO/JCO)

This course is intended for all law enforcement professionals who may face potentially violent and dangerous situations and individuals. The students will learn how to defuse and de-escalate situations by applying specific tactics and verbal and non-verbal forms of communications. The student will learn how to translate a subject's behavior and decide on the most appropriate response, whether it be utilizing specialized resources and personnel, assistance from allied agencies, or resorting to the use of force.

# Fresno Probation Annual Training Plan – TY 25/26

9/15/25      Dealing with Critical Incidents: Trauma and Stress-Instructor: Todd Dearmore (8-hour session - DPO/JCO)

This course provides best practices to identify and address the immediate and long-term reactions to traumatic stress for correctional/custodial officers. Participants will examine the symptoms of Acute Stress Disorder, Post Traumatic Stress Disorder, what symptoms to look for in your officers, steps for early support, and Post Traumatic Growth.

9/15/25      Tactical Communication and De-Escalation-Instructor: Todd Dearmore (8-hour session – DPO/JCO)

Due to legislative changes, increased accountability, social media and cameras, law enforcement officer's actions are more public and under more scrutiny than ever before. The ability to de-escalate a situation before it becomes violent has far reaching positive outcomes for the officer as an individual, the agency for liability purposes and the public/inmate as a matter of trust and respect. This course provides participants with techniques to stay calm and professional under verbal assault and to generate voluntary compliance from even the most difficult people. Participants will review case law, liability ramifications after the escalation of violence, incorrect assumptions about officers in a correctional environment, the importance of positive communication, non-verbal social cues and tactical communication/de-escalation techniques including the five-step hard style adopted from "Verbal Judo."

10/13/25 & 2/13/25      Introduction to Criminal Street Gangs-Instructor: Jason Dale (8-hour session – DPO/JCO)

## New Course

This course explores the root causes of gang formation, examining the social, economic, psychological, and institutional factors contributing to gang involvement. It begins with an introduction to gangs, defining what constitutes a gang, exploring their historical development, and addressing common misconceptions. Next, the course covers psychological and behavioral factors, including childhood trauma, mental health challenges, substance abuse, and adolescent risk-taking behavior, all of which contribute to the appeal of gangs. This leads to a discussion on institutional failures, highlighting how deficiencies in education, social services, and policing policies can push vulnerable individuals toward gangs. The course then examines gang recruitment strategies, exploring how gangs target at-risk youth through coercion, social media, and initiation rituals. Students also study the consequences of gang involvement, looking at the impact on individuals, families, and communities, including violence, incarceration, and economic decline. The course then shifts to strategies for prevention and intervention, evaluating community programs, law enforcement approaches, and educational initiatives to reduce gang activity. Finally, in policy and future solutions, students will analyze government efforts, nonprofit interventions, and global approaches to gang prevention, culminating in discussing how society can effectively address the issue.

# Fresno Probation Annual Training Plan – TY 25/26

10/14/25 & 4/27/26      Effective Communication for Positive Outcome-Instructor: Jason Dale *(8-hour session – DPO/JCO)*

## New Course

Working as a corrections officer, DPO, middle manager, or an executive officer in a probation setting demands effective, professional grade communication styles and skill sets. The role of probation departments hinges on communication skill sets for each level of leadership both within the department and in collaborating agencies in our communities. Effective communication is the key to building and maintaining transparent, respectful, and empathetic communication that can foster a positive work environment, encourage collaboration, and improve relationships between probation officers and their supervisors, the clients, and other collaborative agencies. Utilizing certain choice words can lead to de-escalating a stressful situation and lead a listener away from becoming unintentionally defensive. Communication skill sets are soft skills that, when worked on, can instantly bring a deputy's presence into a positive light or reduce a deputy's credibility due to nonverbal or verbal communication cues. Communication skills can instantly stereotype a department or an individual as competent or incompetent. It is hard to unwind these issues, but they can be readily resolved through the fundamental development of communication styles and techniques that lead to positive outcomes.

10/28/25      Leadership Principles and Team Building-Instructor: Mike Henkle *(8-hour session – DPO/JCO)*

## New Course

This course is designed to educate corrections managers, supervisors and lead officers with different leadership styles, practical leadership applications, and practical team building exercises. Leaders come from all different positions. Corrections managers, supervisors or lead officers within a probation or corrections agency are the leaders of that agency. This course is designed to show these critical staff members how to assess their current and future role as a leader in their organization. We will discuss the difference between leadership and management and discuss the current state of leadership within our agencies. This course will examine a prominent law enforcement case study on the failure of leadership. It also provides how to apply practical leadership principles with some positive rules and techniques that can be utilized by the participants to assure success as a leader in their organization. It will also provide practical and relative team building exercises to show the effectiveness and increased productivity of bringing the teams together within the agency.

# Fresno Probation Annual Training Plan – TY 25/26

12/11/25

Suicide Prevention-Instructor: Todd Dearmore *(8-hour session – DPO/JCO)*

## New Course

This highly interactive class is designed to increase participant's knowledge and skills to evaluate and intervene with actively or potentially suicidal persons. The course focuses on increasing awareness of psychiatric illnesses and various psychological dynamics such as risk & protective factors for suicide. Suicide prevention, crisis intervention, and de-escalation techniques are all covered. Issues of confidentiality, privilege, and liability with regard to managing suicidal persons will also be covered.

01/29/26

Duty to Intervene/Bystander Intervention-Instructor: Todd Dearmore *(8-hour session – DPO/JCO)*

## New Course

The duty to intervene in policies and practices can benefit law enforcement organizations by supporting their mission, vision, and professionalism, and enhancing their relationship with the communities they serve. As peer bystander intervention becomes an ingrained part of a department's culture, benefits may include fewer complaints, fewer instances of misconduct, a decrease in the use of excessive force, an increase in officer safety and wellness, fewer disciplinary issues, increased retention of employees, and increased trust from the community. This course will discuss why law enforcement officers do not intervene when they see or are aware of misconduct, some of these reasons include the belief that loyalty means supporting a colleague's actions regardless of whether they are right or wrong, fear of retaliation, and backlash from peers, detriment to one's career, or the desire not to get involved. California Assembly Bill 26 and other Case Laws will be discussed as legal/disciplinary actions officers could face when failing to intervene. Time will be set aside for students to participate in highly informative scenarios regarding this topic.

# Fresno Probation Annual Training Plan – TY 25/26

2/12/26

Human Trafficking-Instructor: Jason Dale *(8-hour session – DPO/JCO)*

This course teaches participants about the dark realities of the hidden, underground world of modern-day slavery. Many Americans do not know the extent to which human trafficking is alive in this country and internationally. The numbers of American citizens and Foreign Nationals, many of them children, are shocking and incomprehensible. Many suffer as sex slaves and forced laborers: they supply what seems to be a relentless demand in our American cities, farms, businesses, and – most shockingly – homes. Participants learn about law enforcement investigations, resources and tools. Key characteristics, services available, and emergent systems models are taught. This course provides the latest information on victimology, current state efforts to address this issue, and resources in California and Nationwide. Learners receive the latest updates on other national and state efforts, pending legislation, and other recent interventional activity and developments made toward combatting this very disturbing problem, a problem that continues to be a very active and profitable illegal business for traffickers in nearly every community in the US. whenever possible, local resources and/or CBOs are invited to speak to the class.

2/26/26

Understanding and Coping with Mentally Disordered-Instructor: Alex Ruiz *(8-hour session -DPO/JCO)*

## New Course

Some of the most challenging clients are those who are mentally disordered, many of whom also use illegal drugs and alcohol. This survey course covers mental disorders, symptomatic behaviors, and the danger level to the officer. How to speak to this population is also a central focus of this course. Mentally disordered people often mix psychotropic (drugs prescribed for mental disorders and psychoactive drugs (those that get you “high”). This course provides the opportunity to become familiar with both types of drugs. Many times confidentiality keeps officers from knowing mental illness diagnoses, but when you know about prescription drugs, and noticeable, observed symptoms, you can usually get a sense of the inferred diagnosis. *Understanding and Coping with the Mentally Disordered* helps probation officers sort out client behaviors.

# Fresno Probation Annual Training Plan – TY 25/26

3/19/26

Cultural Diversity-Instructor: Dr. Thomas Broxtermann *(8-hour session - DPO/JCO)*

## New Course

Law enforcement and correctional officers need to recognize and respect the complexities of cultural diversity to develop skills necessary for identifying and responding to California's changing communities. Human beings by nature tend to identify and affiliate with each other in groups whose members share certain things in common. The recognition and preservation of one's identity based on a group affiliation can become a matter of self-esteem and strong personal pride. Group affiliations affect not only how an individual acts or responds, but also how others interact with or respond to that individual. This course will provide an overview on recognizing diversity, prejudice, discrimination and racial profiling, making more effective law enforcement contacts, hate crimes and sexual harassment.

4/21/26

Increasing Happiness at Work and Home-Instructor: Jason Dale *(8-hour session – DPO/JCO)*

## New Course

Increasing ones level of happiness can be done. Through the power of positive thinking, and other strategies used by theologians, physicists, therapists, and physicians this workshop teaches participants how to develop happier lives, more fulfilled lives. Happiness can spread throughout your organization, and have a positive effect on everyone. This course can have a robust effect on participants' professional and personal lives, with the potential to improve their communication skills; increase their daily productivity, and decrease costly absenteeism.

5/5/26

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.