

SEATTLE CITY ATTORNEY’S OFFICE – WORK PRODUCT

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REQUEST	COURSE NAME	COURSE DESCRIPTION
a	SPD 2017 Family Intervention & Restorative Services eLearning WITHDRAWN	This eLearning will explain the domestic violence laws that pertain to arresting a juvenile. These laws became effective in early 2016. A King County Prosecutor will explain the changes in the new laws, how they relate to juvenile DV arrest, and the Family Intervention & Restorative Services (FIRS) program which has been added to the Youth Services Center (YSC). The YSC is a facility that specializes in family support, intervention, and restoration of a child’s behavior.
b	SPD 2017 FTO EEO Orientation Training	Objectives: Learn about unconscious bias. Know what constitutes illegal discrimination. Identify inappropriate behaviors that may create a hostile work environment or retaliation. Determine appropriate steps to address discrimination/harassment. Understand the 6 pillars of ethical decision-making.
e	SPD 2017 Field Training Officer School WITHDRAWN	Course outline in 2017 ISDM Folder Day 1: Intro Adult Learning, Methods of Instruction (Tell Show Do), Exercises: Brief/Prime for Override, Override, Debrief. Day 2: Reflective Reinforcement, Exercises (Brief, Override, Debrief), EEO, Photos Day 3: Paperwork, ID Exercises (Override, How/RP, Paperwork, Videos (DV, CIT, UOF, Driving, Modern Officer)) Day 4: Dept Standards (Fundamental Principles), Scenarios. Day 5 Complete Scenario (Prime for Override, Override, Debrief, Paperwork, Meeting with student)
d	SPD 2017 Core Competencies	Core Competencies is a 8-hour block of mandatory training for Seattle Police officers, detectives, and sergeants, intended to refresh and build upon knowledge and skill sets that are considered foundational to their positions in three key areas – understanding and application of search and seizure law and use of force policies, defensive tactics skills and decision-making, and tactics and decision-making with the use of a firearms. The training encompasses the following blocks: Legal Articulations (2 hours), Defensive Tactics (2 hours), Tactics and Firearms (4 hours)
e	SPD 2017 Care Under Fire	<i>SPD 2018 Care Under Fire</i> This 9-hour training day is designed to identify and set best practices, based on National TCCC protocols, for officers in self-aid for penetrating wounds and care under fire. In order to complete the performance and





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		learning objectives, attendees will receive the following training: introduction to the material, concepts lecture with PowerPoint presentation, skills training, drills reality based scenarios, review/summary or debrief as appropriate
f	SPD 2016 PTSD Roll Call Training	
g	SPD 2016 New First-Line Supervisor	<p>Why It Matters</p> <p>Preventing Bad Outcomes</p> <p>Time-Pressured Decision-Making</p> <p>Recognition-Primed Decision-Making</p> <p>Schema Development</p> <p>Leadership: Procedural Justice</p> <p>Leadership: Good vs. Bad</p> <p>Leadership vs. Managers</p> <p>Code 4 Northwest</p> <p>Cornerstone Blue Team</p> <p>Principles of Supervision: Be There</p> <p>Principles of Supervision: Take Action</p> <p>Principles of Supervision: Enforce Rules</p> <p>Crucial Conversation</p> <p>Taking Care</p> <p>Taking Care: De Escalation</p> <p>Leadership: Transactional vs. Transformational</p> <p>Correct, Document, Report</p> <p>Front Line Investigations</p> <p>Mentoring: Day 1</p> <p>Supervisor Decision Points</p>

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		<p>Performance Decision Points Performance Appraisal System/Early Intervention System Intro Supervisor Decision Points Performance Appraisal System Early Intervention System Coaching, Mentoring, Counseling Critical Analysis of Force Incident Review Guide: Resistance-Force Options Critical Reading and Documentation First thirty-Managing Critical Incidents Narrative Checklist-Statement Review-ID Inconsistencies Taking Care Current Standards</p> <p>Employee Screening UOF Subject Interview TASER Interview Voice Recorders DEMS INCIDNET SCREENING EXERCISE-officer, suspect, victim interview Cameras: CSI SWAT presentation CURRENT STANDARDS BE THERE – TAKE ACTION – ENFORCE RULES EXERCISES SERGEANT RESPONSIBILITIES: TYPE I SERGEANT RESPONSIBILITIES: TYPE II SERGEANT RESPONSIBILITIES: TYPE III</p>
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h	SPD 2016 FTO Override eLearning WITHDRAWN	This training is designed to assist the FTO in determining when a student officer’s actions require an immediate override or when the student is allowed to make a mistake and work towards a solution on his/her own. An FTO Help Sheet is available to view in the Training Details.
i	SPD 2016 CPR/AED per ASHI Standards	The purpose of certifying Seattle Police Officers in Cardio Pulmonary Resuscitation (CPR) and Automatic External Defibrillator (AED) through the American Safety & Health Institute (ASHI) is to ensure that individuals with a duty to respond have the knowledge and skills to respond to patients who are experiencing respiratory and cardiac arrest. The emphasis is on providing thig quality care integrating psychomotor skills with the skills of critical thinking, problem solving, and team dynamics to achieve the best possible outcomes.
j	SPD 2016 Integrated Tactics	<p>Training Summary: Seattle Police Officers train to apply force that is necessary, objectively reasonable and proportionate. Force is necessary when de-escalation is unsafe or not feasible, and it is used to achieve a lawful outcome and the amount of force applied is reasonable to effect the lawful purpose. Officers train to modulate their force application as circumstances change. The decision-making, actions , and responses of the officer during training are learned and reinforced by experience and applying a range of force options scenarios that use reality-based training principles.</p> <p>The training cycle will extend the use of established tactics to the use of force decisions and actions applied to counterterrorism-type incidents, where the immediate, decisive, overwhelming application of deadly force is the means necessary to reduce the number of lost lives. This training day will incorporate a range</p> <p>Tactics Focus – Counterterrorism Defensive Tactics Focus-Timing and Application of Appropriate Level of Force Integration</p>
k	SPD 2016 Crisis Intervention Training	This training is mandatory for all Sworn SPD personnel, CIT Certified and CIT Non-Certified. The training will consist of three hours of classroom instruction and discussion, followed by five hours of scenario0-based training at the Range. Through open conversation with Officers, Supervisors, members of Health fields, and Training staff, we have identified several topics which serve to improve the Departments’ Crisis Intervention Team trainings. These topics include the following, which will be covered in the training:

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		Documentation of Crisis Events, Joel’s Law Referrals, Emergent Detentions with the possibility of Charge-by-Officer, Exigent Emergent Detention; Vehicle Born Crisis, Barricaded Subjects, and Suicide-by-Cop
l	SPD 2016 Firearm Qualification and Less-Lethal Recertification	From ISDM: The classroom session will cover: Class philosophy, the course outline, the 4 cardinal rules of firearms safety, and what a proper sight picture is. Students will move to Combat 3 for handgun fundamentals refresher training. This will include: Presentation from the holster Stance Sight picture and trigger control Malfunction types and clearing Shooting from a position of cover Flashlight techniques scanning from the SUL position
m	SPD 2016 Tukwila, Taser Use of Force Roll Call Training	In this installment of roll call training you will view a video involving a use of force. During the video you will see an officer conduct a stop on a vehicle after the vehicle attempts to elude him. The suspect drives off the road and gets his vehicle stuck. At the end of the video you will be asked to discuss four questions.
n	SPD 2015 Mental Health Contact Report (Crisis Template)	Mandatory eLearning module: SPD 2015 Mental Health Contact Report (Crisis Template) CITY CONFIRMING IF THERE ARE TRAININGS OR THIS IS JUST A FORM
o	SPD 2015 Rapid Intervention Training	This training covers team movements and active shooter mitigation. This course will serve as sustainment training for active shooter mitigation and will introduce external tactical movements in support of active shooter scene resolution FAMILY WITHDRAWING IF THIS TRAINING PERTAINS TO COMMAND STRUCTURE INCIDENTS. CITY WILL CONFIRM.

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p	SPD 2015 Post BLEA Introduction to Rapid Intervention	<p>This course will consist of an eight hour block of training conducted in Annex II, or an equally appropriate site. The course will begin with an instructor lead presentation regarding the history and purpose of rapid intervention. Students will be given a conceptual overview of the techniques and in what situations they would apply. Student Officer will then participate in a skill and drill portion using our standard instructional technique of Tell, Show, Do. Training will move to reality-based scenarios using the pause, reset and reflective reinforcement debriefs. This block will finalize with a class based debrief .</p> <p>SAME AS “O” REQUEST. FAMILY WITHDRAWNING IF THIS TRAINING PERTAINS TO COMMAND STRUCTURE INCIDENTS. CITY WILL CONFIRM.</p>
q	SPD 2015 Post BLEA Policies and Procedures WITHDRAWN	<p>Provide new officers with an overview of several key policies. These policies were selected because of the immediate impact they could have on a new officers career.</p> <p>SPD Policies Covered:</p> <ul style="list-style-type: none"> 15.120 — Malicious Harassment 12.250 Interpreters/Translators 4.040 Sick Leave 14.060 — Serious Incident Plan 13.010 Collisions Involving Department Vehicles 4.050 On Duty Illness or Injury 4.070 — Limited Duty Assignments 5.120 Secondary Employment 6.280 — Warrant Arrests 11.030 Guarding Detainees at a Hospital 5.125 Social Media
r	SPD 2015 Post BLEA De-Escalation	<p>This is a two-hour training block designed to introduce and educate the Student Officers on De-Escalation, as it pertains to SPD policies. The training is began with a PPT giving a definition of De-Escalation and when it is appropriate to implement. The presentation will explain that threat assessments need to be made</p>

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		assisting with determining that appropriateness. The course continues with video clips to facilitate class discussion. The discussion will be focused on determining what threats are recognized and what level of de-escalation the class deems appropriate for that incident. The training will culminate in scenario based training where the lessons learned will be placed into practice under the supervision of Education and Training Section staff.
s	SPD 2015 Contact/Cover Roles	SPD – 2015 Post BLEA Contact/Cover roles Establish individual officer roles regarding contact of suspicious person(s) and or suspect(s) in order to meet tactical goals and enhance officer safety. Key Concepts: Contact Officers when engaged in their duties are often vulnerable to unseen dangers. Cover Officers must remain focused on their task at all times. The roles of Contact and Cover Officer can change with effective communication between officers. Understand that more than one Contact and Cover Officer can be utilized.
t	SPD 2015 Post BLEA/Use of Force Decision Making Scenarios	Introduce and explain tactical concepts model in order to provide a cognitive framework for performance of tactical tasks. Limit exposure. Scene control. Teamwork.
u	SPD 2015 Integrated Use of Force and Tactics	The 2015 Use of Force Skills Training: Integrated Tactics involving review of training on the following skills: Defensive Tactics Skill Stations: Control Tactics. Counter Striking. Sprawling. Turtled suspect. Individual and Team Tactics Skill Stations: Multiple Officer Building Searches. Less Lethal Team Tactics. Rescues/Carries. Combat Application Tourniquets. Defensive Tactics Dynamic Drill Stations: Control. Defend. Stop. Team Tactics Scenario Stations: Scenarios (MOBS will be used for movement throughout Annex)(PM) Each team will consist of 5 personnel & start at a different station. Students will complete three separate cycles in 1.5 hours. Each cycle will encompass one iteration per station that allows approximately 5 minutes

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		per station. CATs & Rescues/Carries. Room Entry (Decision Maker). LLT. Gauntlet (Series of Decision Makers).
v	SPD 2015 Handgun Qualification	1. Shoot the Seattle Police 2015 Handgun Qualification for score and pass exceeding the minimum score. 2. approved weapons will be inspected by a department armorer.
w	SPD 2015 Post BLEA Firearms	To familiarize student officers with the firearms skills and techniques necessary to transition them from basic marksmanship to combat shooting skills that are practical and life-saving.
x	SPD 2015 Post BLEA DT #3 Impact Weapons	Impact Weapons is a 8-hour class is designed to promote safe and efficacious use of the baton and other similar impact weapons. The participant will learn and understand the situations that allow for the use of the various types of batons, the components of impact weapon use including psychomotor skills involved in impact weapon application, proper means of instruction and testing, and theoretical background to analyze other impact weapon programs in order to teach the block of instruction. Additionally, the participant will be aware of the probable medical implications associated with these techniques and review the physiology of a confrontation, biomechanical principles of Impact weapon tactics and how they relate to instruction and force-systems implementation.
y	SPD 2015 Post BLEA DT #2 Counter Striking	Officers will be introduced to the centerline theory as a foundation for this block, particularly with regard to relative positioning. Basic elements of stance, structure and foot work will be demonstrated and then practiced by the officers. Officers will then learn to check a suspect’s movement and cover their vulnerable areas. The mechanics of effective hand, elbow and knee strikes will be demonstrated and practiced. Follow-up takedown techniques will then be taught as a means to take suspects into custody. Course goal is to improve officers’ ability to successfully defend against and counter a suspect’s aggressive actions

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z	SPD 2015 Post BLEA Bias Free Policing	In order to complete the learning objectives, officers will receive four hours of in-person classroom instruction. The instruction will consist of facilitated discussion and application of the instructed material in practical exercises.
aa	SPD 2015 Post BLEA OC Certification	Discussion about the tactical advantages of using less-lethal weapons and review of essential elements of the use of force policy related to less-lethal weapons. Highlight the tactical limitations of each tool with an emphasis on understanding the likelihood of achieving suspect control dependent on environmental and tactical concerns.
bb	SPD 2015 Post BLEA Tactical De-Escalation/Firearms Individual Skills	Tactical De-Escalation and Firearms Individual Skills are required to be completed on the same day. The four hour block of tactical De-Escalation and the four hour block of Firearms Individual Skills will be run in an alternating morning-afternoon. A/B and B/A schedule to provide eight hours of training. The intended audience is all sworn personnel.
cc	SPD 2015 Post BLEA Taser X2 Operator	This two day training will instruct officers in the proper application of a TASER X2 weapon. Students will be taught using a combination of e-learning, interactive classroom sessions, skills training, performance of drills and scenario training. The e-learning portion will cover the nomenclature and operation of the TASER X2, department policy and legal issues regarding its use and medical and safety issues involving the X2 TASER. Classroom discussion will involve topics such as legal issues, TASER and persons in crisis and justification and report writing. Drills will be performed throughout day one. Day two will involve a drill refresher course followed by scenarios and report writing training.
dd	SPD 2015 Post BLEA Advanced Crisis Intervention Training	Advanced CIT provides skills-based training to officers on identifying key behaviors associated with persons in behavioral crisis and specific tools and tactics to assist officers in de-escalation and referral to community resources with an emphasis on scenario-based learning.
ee	SPD 2015 Post BLEA Officer	The course will consist of the following instructor-facilitated blocks of instruction: 1. Review Type I Use of Force Policy

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	Sustainment – Use of Force	2. Review Type I Use of Force reporting procedures; 3. Introduction of concepts related to Levels of Resistance and Officer Force Options 4. Review of Lessons Learned, including Incident Review Guide, Legal Authority/Lawful Purpose and Community Care
ff	SPD 2015 Post BLEA RACE, the power of an Illusion/Listen, Explain with Equity and Dignity	<p>Summary</p> <p>Description:</p> <p>This video series and facilitated discussion is the "basic R.S.J.I. training" for all City employees.</p> <p>This training uses the three-part PBS video series that examines race, power and privilege through the history of the U.S. and up to present-day causes of racial disparities.</p> <p>The curriculum guides the participants through small and large group discussions that facilitate the learning objectives</p> <p>Event Number: SPD 2015 RSJI/LEED</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Increase awareness of the City’s R.S.J.I. • Examine beliefs about the impacts of race on City government, SPD and other institutions. • Define "institutional racism" and explain how it differs from individual racism • Learn the history of institutional racism and how it plays out today • Explore strategies for incorporating, our new understanding about the impacts of race, in SPD’s community relations strategies

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gg	SPD 2015 Post BLEA Use of Force Decision Making	<p><u>Summary</u></p> <p>Description: This training will provide students with instruction on the following:</p> <p style="padding-left: 40px;">The application of the Use of Force Decision Diamond conceptual model for decision-making related to use of force incidents</p> <p>Event Number: SPD 2015 UOF Decision Making</p> <p>Objectives:</p> <p style="padding-left: 40px;">When presented with instructed concepts, students will perform the following, to the satisfaction of an Education and Training Section subject matter expert:</p> <p style="padding-left: 40px;">Demonstrate an understanding of the four components of the Use of Force Decision Diamond:</p> <ul style="list-style-type: none"> • Permissible • Feasible • Timely • Tactically Sound 	
hh	SPD 2015 Tactical De-Escalation/Firearms Individual Skills	<p>Tactical De-Escalation and Firearms Individual Skills are required to be completed on the same day. The four hour block of Tactical De-Escalation and the four hour block of Firearms Individual Skills will be run in an alternating morning-afternoon, A/B and B/A schedule to provide eight hours of training. The intended audience is all sworn personnel.</p> <p><u>Tactical De-Escalation</u> This four-hour training will instruct sworn personnel in the use of tactical de-escalation techniques. The training will emphasize key concepts including the following:</p> <ul style="list-style-type: none"> • prioritizing de-escalation • understanding escalating behavior • understanding how body language can support de-escalation 	

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		<ul style="list-style-type: none">• use of verbal engagement skills• assessment of environmental conditions that support de-escalation• application of individual and team tactics to support event resolution by gaining compliance <p>Exercises will focus on identifying opportunities for appropriate application of de-escalation tactics and techniques to resolve the incident.</p> <p><u>Firearms Individual Skills</u> This four hour training will cover the individual skills needed for tactical team</p>	
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		<p>movement as preparation for later training. Elements addressed will include the following:</p> <ul style="list-style-type: none"> • basic marksmanship and handgun manipulation review • tactical language review • threat identification • moving while shooting • room domination basics with live fire 	
ii	SPD 2015 Bias Based Complaint Roll Call Training	<p>Proper reporting when complaint of biased policing (Online)</p> <p>FAMILY WITHDRAWNING ONLY IF THIS JUST CONTAINS A TEMPLATE/REPORT TRAINING. SUSTAINING REQUEST IF TRAINING INLCUDES MENTAL HEALTH. CITY WILL CONFIRM.</p>	
jj	SPD 2015 Defensive Tactics #1	<ol style="list-style-type: none"> 1. Concepts training essential to control, defend or stop a subject in the standing position; 2. Concepts training to recognize the level of threat or resistance being offered by the subject in the standing position; 3. Review or new skill training on the following skills: <ol style="list-style-type: none"> a) Entry to modified escort position (de-minimis force); b) Compliant handcuffing in the standing position (de-minimis force); c) Takedown to prone handcuffing from the modified escort position (de-minimis, Type I or Type 2 	

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		<p>Force);</p> <ul style="list-style-type: none"> d) Grappling or control techniques to escape subject's control of the officer with and without counterstriking with de-escalation to prone handcuffing position (Type 1 and Type 2 Force); e) Close quarter counter striking to stop an assault from the free movement phase and from modified escort position with de-escalation to control and prone handcuffing (Type 2 Force); f) Sprawl techniques to defend against a level change by suspect and an attempted takedown of the officer with and without counterstriking with de-escalation to prone handcuffing position (Type 1 or most likely Type 2 Force); g) Deadly force technique to stop a deadly force attack (Type 3); (still under review) <p>4. Dynamic drills involving the application of the concepts and skills to real world scenarios:</p> <ul style="list-style-type: none"> a. Officers will counter an assault and conduct compliant prone cuffing technique depending on the subjects forward actions, while using de-escalation techniques such as verbal warnings, etc.; b. Officers will use close quarter counterstrikes to respond to a subject who is trying to gain dominant standing position or hold on the officer and de-escalate to a prone hand cuffing position;
kk	SPD 2015 Officer Sustainment-Use of Force	<p><u>Training summary:</u></p> <p>This is a four-hour class designed to instruct students on proper reporting and review of Type I uses of force in accordance with Seattle Police Department policy. The class will consist of instructor-facilitated interactive classroom presentation of concepts related to the investigation and reporting of Type I Use of Force. Students will apply the concepts in reality-based scenario exercises.</p> <p>This class is intended to prepare students to appropriately report and document Type I Use of Force incidents in accordance with Seattle Police Manual Section 8.300—Use of Force Reporting and Investigation, as well as related Directives 14-00038: Type I Reporting Requirements, 14-00045: Interim Policy: Changes in Blue Team for Reporting and Review of Type I Use of Force Incidents</p>

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		<p>Students will also be provided instruction on concepts and information related to lessons learned from the ongoing review of Type II and Type III Use of Force investigations. This will include instruction on concepts related to the use of the Incident Review Guide, Legal Authority/Lawful Purpose and Community Caretaking.</p> <p>The course requires active participation by students and provides them with numerous opportunities to discuss issues with their fellow students and the instructors. It is intended that students learn from each other throughout the course.</p>
ll	SPD 2014 Crisis Intervention Team Tactics 40 hour	The course will cover the legal aspects of mental health commitments; liability issues; mental disorders; indicators of mental illness; understanding mental illness; documentation; the interpersonal relations necessary to effectively work with the mentally ill, their families, and the mental health system; and intervention strategies for dealing with both low and high risk situations.
mm	SPD 2014 Bias Free Policing	This four-hour training module is intended to address bias-free policing concepts and review Seattle Police Manual Section 5.140—Bias-Free Policing. The training will emphasize key concepts, including the following: how to provide services in a professional, nondiscriminatory, fair and equitable manner; how to provide equitable police services based on the needs of the community members encountered; how to increase our effectiveness as a law enforcement agency by building community trust; and clearly defining and operationalizing the concept of bias-free policing. Exercises will focus on identifying potential problems with bias in light of the key concepts.
nn	First Aid Video 2014	Duplicative entry (See oo & xx)
oo	2014 First Aid	<p>Duplicate entry (See xx)</p> <p>First AID 2014 is a two hour block of sustainment training that recertifies Officers on AED/CPR. It also serves as sustainment training for officers on the use of the Combat Application Tourniquet (CAT), and the Oleas trauma bandage. Fifteen (15) students will arrive at the range at the designated time, pass through the safety check point, and go to the appointed classroom. Participants will receive a safety briefing, overview</p>

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		<p>of the training, performance or learning objectives for the training and the training material. The following subject matter will be trained:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Automatic External Defibrillator (AED) <input type="checkbox"/> Cardio pulmonary resuscitation (CPR) <input type="checkbox"/> Bandaging with Oleas 4” field dressing <input type="checkbox"/> Combat application Tourniquet (CAT).
pp	De-escalation and Contact and Cover	This module incorporates training in De-escalation and Contact & Cover.
qq	Threat Assessment and Prisoner Control	<p>This module covers prisoner control and threat assessment of prone suspects on the ground.</p> <p>All officers given a specific dynamic drill and under the evaluation of an Education and Training Section staff instructor will:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Recognize a suspect using static resistance in the turtle position and use the cross face technique to gain control and place the suspect in the prone handcuffing position; <input checked="" type="checkbox"/> Recognize a suspect escalating from static resistance in the turtle position to aggressive resistance, use counter striking tactics to defend against the aggression and de-escalate by placing the suspect in the prone handcuffing position; <input checked="" type="checkbox"/> Identify a suspect transitioning from static resistance in the turtle position to a deadly force attack and use deadly force tactics to stop the deadly attack and place the suspect in the prone handcuffing position.
rr	Bias Free Policing	eLearning that provided training on Bias Free policing policy

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ss	Biased Free Policing and Voluntary Contacts and Terry Stops	<p>Bias: This four-hour training module is intended to address bias-free policing concepts and review Seattle Police Manual Section 5.140—Bias-Free Policing. The training will emphasize key concepts, including the following: how to provide services in a professional, nondiscriminatory, fair and equitable manner; how to provide equitable police services based on the needs of the community members encountered; how to increase our effectiveness as a law enforcement agency by building community trust; and clearly defining and operationalizing the concept of bias-free policing. Exercises will focus on identifying potential problems with bias in light of the key concepts.</p> <p>Terry: This 4-hour training module consists of a review of Seattle Police Manual Section 6.220— Voluntary Contacts and Terry Stops. The training will emphasize key concepts, to include the following: Voluntary Contacts, Reasonable Suspicion, Probable Cause, Terry Stops, and Screening and Reporting. Exercises will reinforce the key concepts in each of these areas, and focus on identifying potential problems with Terry Stops in light of the key concepts.</p>
tt	2014 Firearms and Tactics	See yy and zz
uu	Reviewing Use of Force-Update	eLearning module of policy that covered update to training from prior version
vv	2014 Use of Force Core Principles	This two-hour training module consists of a review of Seattle Police Manual Section 8.00—Use of Force Core Principles, 8.050—Use of Force Definitions and Section 8.100—Using Force. The training will emphasize key concepts, to include the following: Minimal Reliance on Force, De-escalation, Prohibited Force, Authorized Force, Necessary, Objectively Reasonable, Proportional, Mitigate the Effects of Force, and Reporting of Force. Exercises will focus on identifying potential problems with the use of force in light of the key concepts. The scenarios will utilize actual Use of Force incidents captured on video.
ww	2014 Less Lethal Recertification	The 2014 less-lethal recertification will be a four hour class performed as part of Use of Force Skills Training 2014. Two sessions will be held each day of training. Each session will allow attendance of up to 20 students. The less-lethal recertification will involve a class room presentation followed by practical sessions for the three less-lethal weapons: Baton, OC Spray, and TASER.

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		<p>The first portion of the Less-Lethal Recertification will be a conceptual interactive presentation discussing key Seattle Police Manual section 8.200 Use-of-Force Tools provisions applicable to all three less-lethal weapons.</p> <p>The second portion will be three practical sessions with one session for each less-lethal weapon. The class will be split into three groups and sent to one of three stations. One group will attend station one while the other groups participate in stations two or three. Following completion of the block, which will take about 65 minutes, each group will rotate into a different station. Each station will consist of a brief discussion of concepts relevant to that particular less-lethal weapon, specific skill training, and decision making scenarios with practical application of the less lethal weapons.</p> <p>In all three stations, the instructors will train the practical use of less-lethal weapons as well as policy guidelines. All Students will be provided with OC, baton and TASER training during this recertification.</p>
xx	2014 First Aid	Duplicate entry. See oo.
yy	2014 Street Skills Firearms	Part of Use of force Phase II--2014 Use of Force & Firearms Training-Firearms Skills: 4-hour training block covering instruction and practice on fundamentals of marksmanship, flashlight techniques, one-handed shooting, reloading, and the SUL and low ready positions. The stages of fire for the annual qualification were reviewed and participants went through qualification at the end of the session. Use of force policy was also reviewed.
zz	2014 Tactics	Part of Use of fore Phase II—Team Tactics. 4-hour block. This module of Team Tactics training incorporates training in Rapid Intervention, Multiple Officer Building Search and Officer down Medical Drills in support of the Seattle Police Department’s Use of Force Policy. This block of training will be delivered at the Seattle Police Department Range.
aaa	2014 Street Skills	Courses part of master Phase II ISDM. See notes below*

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		<p>*Note ISDM for Use of Force Phase II 2014 Included lesson plans for the following modules:</p> <ul style="list-style-type: none"> • Core Principles, • Less-Lethal Recertification, • Use of Force Skills Module One-De-escalation & Contact and Cover, • Use of Force Skills Module Two-Threat Assessment and Prisoner Control, • Firearms Skills, • Seattle Police First Aid 2014, • Team Tactics <p>Phase I encompassed Chief Bailey’s video, the force eLearning modules, use of force reporting for officers, and supervisors investigation of force</p>
bbb	Use of Force 2014 Classroom	<p>This 9-hour course consists of a review of the Types of force as outlined in the Seattle Police Manual. Incident screening and Use of Force screening protocols in regards to the different Types of force will also be reviewed.</p> <p><input type="checkbox"/> <input type="checkbox"/> Students will be familiarized with the Correct, Document, Report model used by supervisors to address concerns identified during the screening process.</p> <p><input type="checkbox"/> <input type="checkbox"/> Students will also be introduced to the Type I and II Use of Force Involved Officer’s Report and to a Narrative Checklist that will assist in capturing all necessary information in that report.</p> <p>REQUEST IS MAINTAINED IF THIS TYPES TYPE III TRAINING. IF TRAINING IS FOCUSING ON JUST REPORTING, THEN WITHDRAWN. CITY WILL CONFIRM.</p>
ccc	Use of Force-Type I, II, and III	eLearning covering policy on types of force

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ddd	Reviewing Use of Force	eLearning covering policy of reviewing use of force
eee	Authorized Force	eLearning module that covered types of force and when force is authorized under the new policy
fff	Force Investigation Team (FIT)	eLearning module covering the new FIT callout criteria and procedures (course referenced in master ISDM for Phase II)
ggg	Less Lethal 2014	See ww
hhh	Incident Screening and Use of Force Reporting	<p>This class is intended to familiarize officers with the reporting requirements for Use of Force incidents, including incident screening, proper reporting of Type I-III Use of Force and completion of appropriate forms with detailed narratives. Officers will also be introduced to the Correct, Document, Report model used by supervisors to address identified problems.</p> <p>Students will be provided instruction in key concepts relevant to Use of Force investigations, to include the following:</p> <ol style="list-style-type: none"> 1. Use of Force Screening 2. Current use of force reporting requirements 3. Addressing identified problems. 4. Completion of appropriate paperwork with detailed narratives <p>These concepts will provide a basis for complete and thorough Use of Force investigations.</p>
iii	Chief Bailey on New Use of Force Policy	
jjj	Whistleblower Code	<p>City Online class: In 2014, The City recently enacted an all new Whistleblower Code. The Ordinance REQUIRES new employees, new supervisors and managers, and existing supervisors and managers to receive training about the ordinance. The online class is one way to meet the training requirement (instructor led sessions are also available).</p>