

# **INSTITUTIONAL ASSESSMENT REPORT**

## ***LAW ENFORCEMENT ACADEMY / 2011***

### **Department's Relationship to the College Mission and Strategic Plan**

The Academy prides itself in delivering the College Mission every day through our curriculum, instructors, and new Imperial location.

The Jefferson College Law Enforcement Academy (JCLEA) is designed for persons who need Missouri Department of Public Safety Peace Officer Standards and Training (POST) Commission certified training to work as a peace officer in MO. Unique to the Academy at Jefferson College, we are the only academy in the State of MO that incorporates AAS degree curriculum in addition to the POST curriculum. Students graduating from the JCLEA are not only licensed to work as commissioned peace officers but also have a 2-year degree, setting them apart from the other police recruits competing for the same jobs.

The August, 2010, move to the newly renovated Imperial site has drawn a larger number of recruit applicants from the northern portions of Jefferson County and southern portions of St. Louis County. Our Continuing Education programs, for commissioned law enforcement personnel, have included officers from Jefferson County, now also draws personnel from St. Louis City and St. Louis County.

The Jefferson College-Imperial site affords the recruits better access to computer resources with a computer lab designated for recruit use.

### **Summary of Departmental Activities, Assessment and Use of Results**

Since the 2006 Institutional Assessment the Academy program has had a complete makeover.

Prior to July 2007, the program was known as the Police Training Institute and was considered a part-time program that met alternating days and took two years to complete. There was no degree program included and the students were only encouraged to complete a certificate or degree program.

Today, the Jefferson College Law Enforcement Academy now offers two concurrent programs for students to decide which instruction will best meets their scheduling needs. The Day Class academy meets each August to May, Monday – Friday, 8:30 a.m. – 3:30 p.m. The Night Class

meets each January to December, Monday – Thursday, 6 – 10 p.m. and two 8-hour Saturdays a month. Both programs offer the POST Class A license training as well as the additional curriculum to satisfy the Associate in Applied Science Degree in Criminal Justice.

In addition to the curriculum advances since July 2007:

- (1) The Academy is partnering with area law enforcement (region wide) to provide soft-body armor for recruits to wear as part of their academy uniform to allow the recruits to become accustomed to the weight, fit, etc.
- (2) The Academy recruits wear duty web-gear and a weighted simulated sidearm, inert OC spray cans, and other duty gear to allow them time to adjust to the weight, the fit, and the feel while in the safer academy environment.
- (3) The Academy partners with regional law enforcement agencies to assist with large community festivals, special events and parades. This allows the recruits to work side-by-side with commissioned officers and apply the classroom instruction to real life situations.
- (4) The Academy recruits are required to ride-along with law enforcement personnel while attending the Academy. The ride-along serves several purposes; to expose the recruit to the real world law enforcement v. TV law enforcement, to allow the recruit to get a snapshot of several agencies to better match his/her interests with the interests of the agency, to allow the recruit to apply classroom instruction to the street, and to allow the agency a snapshot of that recruit's abilities before a hiring process begins.
- (5) Occupation related off-site instruction is included in the Academy schedule. Off-site instruction includes the: St. Louis County Morgue, Jefferson County 9-1-1 Communications Center, Jefferson County Jail, courtroom observation hours at Jefferson County or St. Louis County associate circuit courts.
- (6) In 2011, 12 new Glock, Generation IV, 9mm handguns were purchased for the firearms training curriculum. With the help of the Academy Primary Firearms instructor, we were able to trade in the 8+ year old guns and only pay another \$100 a gun. We have already begun working with the Glock manufacturers to work into a 5-year replacement cycle. Most academies are on a 3-5 year replacement cycle, so we are on the high side but still within a safe time period for weapon safety.
- (7) An additional driver training simulator was purchased. The driver position can be set up as a police cruiser or a fire truck/high profile ambulance driver position. The two simulators can be linked to simulate separate drivers driving to the same call or driving to separate calls where paths may cross.

## Internal and External Data Collection and Analysis

For the reporting period, Summer 2006 through Spring 2011 the Law Enforcement Academy had had 163 graduates. To date 117 of those graduates (71.7%) have been employed in the law enforcement or a law enforcement related field (i.e. dispatch/communications, armed security, etc.) and an additional 12 of those students have continued onto a 4-year college setting to earn a B.A. before seeking employment in the field. Those numbers combined, employment or continuing full-time student status at a 4-year program, total a 79.1% success rate for the graduating students.

## Annual Cost per FTE and Trend Analyses

### Faculty Indicators for Law Enforcement (CRJ/HPE/PTI) Instructional Assessment, School Years 2006-2011 School Terms 200701 through 201103 (Summer 2006 through Spring 2011)

Number of Course Sections Taught	Total Students	Attrition Number ("W" Grades)	Attrition Percent	Student Credit Hours (A to F Grades)	Average Students	Average GPA	Annualized 5-Year Program FTE
135	2,641	67	2.5%	2,574	19.6	3.381	17.2

Notes: Attrition % represents the number of "W" grades conferred as a percentage of ALL students.  
Annualized program FTE is the number of graded credit hours divided by 150 (30 hrs/yr for 5 years).  
Graded credit hours are "A to F" only, not "W, I, H, P/F, or Other".

## SWOT Analysis

<p style="text-align: center;"><b>Internal Strengths</b></p> <ol style="list-style-type: none"> <li>1. Affiliated with Jefferson College and a degree program.</li> <li>2. Offer the flexibility of either a day or a night class.</li> <li>3. Experienced and diverse instructor pool includes personnel from local, county, state and federal agencies.</li> </ol>	<p style="text-align: center;"><b>Internal Weaknesses</b></p> <ol style="list-style-type: none"> <li>1. Bound by college closing guidelines that can impact attendance hours required by POST.</li> <li>2. Fitness training off-site partnering with Windsor High School for track. Have to work around their sports schedule.</li> <li>3. Firearms training off-site at Hillsboro Police Department range.</li> </ol>
<p style="text-align: center;"><b>External Opportunities</b></p> <ol style="list-style-type: none"> <li>1. Continue to market the recruit and continuing education programs.</li> <li>2. Initiate a LEA Certificate offering POST only curriculum. This is designed for students who already have a degree.</li> <li>3. Attain CALEA accreditation.</li> </ol>	<p style="text-align: center;"><b>External Threats</b></p> <ol style="list-style-type: none"> <li>1. Loss of financial funding for students</li> <li>2. Loss of financial funding for program support.</li> </ol>

## External Accreditation

All Missouri academies are audited every three years by the Missouri Department of Public Safety POST Commission and must be certified to be a licensed academy.

Since the 2006 Institutional Assessment the Academy has successfully completed two licensing audits.

- (1) August, 2008 was the first audit since the changes to the program. There were some deficiencies noted but all deficiencies were corrected to the POST Audit team satisfaction and the Audit team noted the positive direction that the program was headed.
- (2) September, 2011 was the second and most recent audit. The program passed the audit with few negative comments and the POST Audit team again congratulated the Academy staff for the obvious attention to detail demonstrated in paperwork and program curriculum documentation.

In 2012 the Academy will be actively pursuing an international accreditation through the Commission on Accreditation for Law Enforcement (CALEA) – Academy Accreditation.

### ACTION PLAN for *Law Enforcement Academy / 2012*

Org	Date	Strategic Aim	Objective	Action Plans	Metric	Benchmark	KPI	Additional Resources Required	Timeframe	Responsible Party(s)	Status
		<b>POST only Academy</b>	Serve those who already have a degree	AAC approval, MDHE approval, advertise				Training gear	June 2011 – October 2012	Scanga	In Progress
		Increase # Continuing Ed contracts	Increase number of contracts to support increase in cont ed classes offered	Meet with area agencies to promote contracts and offer free training to introduce potential contract agencies to JCLEA					January 2011 – January 2012	Richard Marty Diane Scanga	In Progress
		Attain CALEA – Academy accreditation							January – December 2012	Diane Scanga Richard Marty	

## Evaluation

☐ Meets Expectations

*Comments:*

☐ Requires Immediate Attention

*Comments:*

Follow-up report required by: \_\_\_\_\_

*Comments:* (date)

## Approvals

\_\_\_\_\_  
Division Chair/Director

*Comments:*

\_\_\_\_\_  
Date

\_\_\_\_\_  
Dean

*Comments:*

\_\_\_\_\_  
Date

\_\_\_\_\_  
Vice President/President

*Comments:*

\_\_\_\_\_  
Date