# Tri-River Police Training Courses

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# November 2024

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	*FULL* First -Line Supervision (NUCPS) Plainfield P.D.					
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		<b>WUIE</b>			SFST Refresher	
					(instructors and	
					<del>officers)</del> <del>Romeoville P.D.</del>	
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		*FULL* Peer Support For 1st Responders				1
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# \*FULL\* First-Line Supervision

(One-week version of Supervision of Police Personnel course)

Plainfield Police Department

14300 Coil Plus Dr., Plainfield, IL. 60544

Monday – Friday; October 28-November 1, 2024 8:00 am to 4:00 pm

This course complies with the guidelines of the following mandate(s):

Procedural Justice 3.5 Hours

**Course Description:** The *First-Line Supervision* course prepares first-line supervisors for a successful transition from officer to supervisor and provides professional development to current supervisors who have had little or no formal training to lead officers. The course provides the fundamentals of leadership and followership to enable students to become more effective in their roles, and provide an educational foundation for life-long learning and professional development.

The **one-week course** is designed to teach supervisors how to overcome contemporary leadership challenges and focuses on understanding human behavior and day-to-day work relationships with subordinates, superiors and the public. As emerging leaders navigating today's changing law enforcement environment, *First-Line Supervision* students learn how to effectively motivate, evaluate and discipline employees in order to successfully carry out the visions of their law enforcement agencies.

#### Who Should Attend:

*First-Line Supervision* is an absolute must for all new supervisors or soon-to-be-promoted officers. Experienced supervisors are encouraged to attend to improve their leadership and supervisory effectiveness and continue developing in the law enforcement profession.

\*Students will need a laptop computer or similar device with a USB port.

#### **Course Content:**

- The personal profile system: DiSC instrument
- Key elements of dynamic leadership
- Communication
- Supervising Diversity
- Motivational principles
- Performance Management
- Planning and decision making
- The disciplinary process
- Ethics, professionalism and community image
- Risk Management

**Instructors:** Course instructors are police managers (active or retired) who combine extensive experience with solid academic credentials, provided by *NUCPS*.

Member Tuition: None Non-Member Tuition: \$750.00

(Members receive priority registration)

# The Legal & Justifiable Use of Force - Pavletic

Will County Sheriff's Department 16911 W. Laraway Rd., Joliet, IL. 60433 Friday; November 1, 2024 8:00 am till 4:00 pm

This course complies with the guidelines of the following mandate(s):

Const. Use of LE Authority
 Legal Updates
 Procedural Justice
 Law concerning stops, searches, and the use of force
 Specialized: Lead Homicide Investigator
 1.0 Hour
 5.0 Hours
 8.0 Hours

**Course Description:** This course will focus on police officer use of force considerations in on-duty and off-duty scenarios. Practical use of force issues will be examined by viewing actual videos from live police use of force encounters and discussing the officer's decisions in those instances. The course will review U.S. Supreme Court cases, Federal Court decisions, Illinois statutes and case law, and what our courts specifically look for in police use of force situations. The course will also address use of force occurrences, ranging from crimes in progress to the use of force in medical emergencies. The material will consider use of force from an officer's perspective: pre-assault indicators, force options that may be utilized, the use of intermediate weapons, permitted uses of force, prohibited uses of force, and the deadly use of force. Instruction will include proper documentation, Qualified Immunity, Garrity issues, and the Illinois Uniform Peace Officer's Disciplinary Act. The program will conclude with a discussion of the "10 Myths of Police Use of Force."

## **Topics Discussed:**

- Video analysis of actual police use of force events and decision making
- Use of force during crimes in progress; offenders fleeing a crime scene; medical emergencies
- Use of force where offender is neither evading arrest nor committing a crime
- Review of Illinois, Federal, and U.S. Supreme Court cases regarding police use of force
- What our courts consider when evaluating an officer's use of force
- Pre-assault indicators; force options; quantum of force; use of intermediate weapons
- Acceptable methods of force; unacceptable methods of force; use of deadly force
- Documenting an officer's use of force
- Probable cause and Qualified Immunity: Garrity issues
- The Illinois Uniform Peace Officer's Disciplinary Act
- "The 10 Myths of Police Use of Force"

**Instructor:** Jeffrey J. Pavletic is an award-winning trial attorney who has built a reputation of integrity and exceptional skill in the courtroom. As a prosecutor for the past two decades, he has tried countless cases to victory (including approximately 150 jury trials with a concentration in homicide and violent crime). In addition to trying some of the highest profile and complex cases that have occurred in the history of Northern Illinois, Jeff was Chief of the Felony Review Division, and is currently the First Assistant State's Attorney for the Lake County (Illinois) State's Attorney's Office. Jeff served as Special Counsel to the U.S. House of Representatives Judiciary Committee in the impeachment of President Clinton. (continued next page)

His duties included all aspects of independent counsel review, the impeachment inquiry, presentation of articles of impeachment to the U.S. House of Representatives, all witness interviews and depositions of trial witnesses, and the actual impeachment trial before the U.S. Senate. Jeff has received numerous federal, state, and local awards.

These include Illinois State Crime Commission's State's Attorney of the Year, Felony Trial Attorney of the Year, The Fred L. Foreman Criminal Justice Award, The Ruth Rosengarden Victim Service provider Award, and a special U.S. House of Representatives Award presented by Congressman Henry Hyde. Jeff has been featured on 20/20, The Today Show, Good Morning America, Court TV, and the Discovery Channel. Jeff is a published author and a well-respected legal instructor who holds undergraduate and graduate faculty positions and has received accolades as a nationally renowned lecturer, training thousands of police officers, lawyers, prosecutors, and judges.

Member Tuition: None Non-Member Tuition: \$150.00

(Members have priority in registration)

Funded in Partnership with the Illinois Law Enforcement Training & Standards Board

# **ILETSB - SRO Recertification - Butts**

Plainfield Police Department 14300 Coil Plus Dr., Plainfield, IL. 60544 Thursday & Friday, November 7-8, 2024 8:00 am till 4:00 pm

This course complies with the guidelines of the following mandate(s):

•	Civil Rights	2.0 Hours			
•	Const. Use of LE Authority	2.0 Hours			
•	Crisis Intervention	1.5 Hours			
•	Cultural Competency	0.5 Hour			
•	Human Rights	0.5 Hour			
•	Legal Updates	1.5 Hours			
•	Officer wellness/mental health	0.5 Hour			
•	Procedural Justice	3.0 Hours			
•	Law concerning stops, searches, and the use of force	1.0 Hour (0.5 Hour Scenario-Based)			
•	Officer safety techniques, including cover, concealment, and time	3.0 Hours (1.5 Hours Scenario-Based)			
•	Specialized: School Resource Officer				
	<ul> <li>Active Threat Response</li> </ul>	4.0 Hours (2.0 Hours Scenario-Based)			
	o Juvenile Law	3.0 Hours			
	<ul> <li>Officer &amp; Youth Interaction</li> </ul>	3.0 Hours			

\*\* Students must bring a laptop or tablet that can utilize a thumb drive; paper copies of the materials will not be provided. \*\*

**Course Description:** This 2-day, 16-hour program has been designed by the Illinois Law Enforcement Training Standards Board to provide students with the required training in use of police personnel within the school setting in accordance with SB 2925 (PA 100-984). SROs must be police officers of law enforcement agencies who are to serve within a school setting pursuant to a memorandum of understanding between the employing law enforcement agency and a school district within the agency's jurisdiction. Any officer serving in this role as of January 1, 2021, must have a special certification issued by the Illinois Law Enforcement Training and Standards Board ("Board"). Such officers must have attended a special training course or attained a waiver by the Board before they can serve in this role.

This course consists of the three primary components addressed in the curriculum: Juvenile Law, Officer and Youth Interactions, and School Threat Response. Students will participate in guided discussions/lectures, interactive activities, and performance-based exercise.

**Instructors:** This course will be taught by a team of Instructors. Lead Instructor, Danielle Butts is the Founder and Executive Director of All Our Children's Advocacy Center. She has been a Forensic Interviewer for 20 years and conducted over 4,000 interviews. Danielle is a member of the Cook County Child Abuse Advisory Board and the Children's Advocacy Center of Illinois Legislative Committee. She has been a law enforcement instructor for over 15 years and currently teaches; Interviewing Children, Juvenile Investigations, Sexual Assault and SRO.

Member Tuition: None Non-Member Tuition: None

(members have priority in registration)

<sup>\*</sup>This course is grant funded by the Illinois Law Enforcement Training and Standards Board.

# \*FULL\* SFST Refresher – 8 Hour day

Romeoville Police Department 1050 West Romeo Rd., Romeoville, IL. 60446 Friday; November 8, 2024 8:00 am till 5:00 pm

This course complies with the guidelines of the following mandate(s):

Civil Rights 1.5 Hours
 Const. Use of LE Authority 1.5 Hours
 Legal Updates 5.0 Hours

SFST instructors will receive priority registration and will receive an instructor update including the latest NHTSA curriculum package with 2023 manuals, PowerPoints, and videos.

**Course Description:** The purpose of this course is to increase deterrence of DWI violations, and thereby reduce the number of crashes, deaths and injuries caused by impaired drivers. As a result of this training, participants will become significantly better able to:

- Understand enforcement's role in general DWI deterrence.
- Understand detection phases, clues and techniques.
- Understand requirements for organizing and presenting testimonial and documentary evidence in DWI cases.
- Recognize and interpret evidence of DWI violations.
- Administer and interpret Standardized Field Sobriety Tests.
- Describe DWI evidence clearly and convincingly in written reports and verbal testimony.
- Understand the tasks and decisions of DWI detection.
- Know and recognize typical vehicle maneuvers and human indicators symptomatic of DWI associated with initial observations.
- Know and recognize typical reinforcing maneuvers and indicators that come to light during the stopping sequence.
- Know and recognize typical sensory and other clues of alcohol and/or other drug impairment that may be seen during face-to-face contact with DWI suspects.
- Know and recognize typical behavioral clues of alcohol and/or other drug impairment that may be seen during the suspect's exit from the vehicle.
- Understand the role and relevance of psychophysical testing in pre-arrest screening of DWI suspects.
- Know and carry out appropriate administrative procedures for validated divided attention psychophysical tests.
- Know and carry out appropriate administrative procedures for the Horizontal Gaze Nystagmus test.
- Know and recognize typical clues of alcohol and/or other drug impairment that may be seen during administration of the Standardized Field Sobriety Tests.

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**Instructor:** Dave Christiansen (lead instructor), of the Dekalb County Sheriff's Office, is a Drug Recognition Expert Instructor as well as a Standardized Field Sobriety Testing Instructor and crash investigator.

**Member Tuition: None** 

# **Non-Member Tuition: None\***

(members have priority in registration)

\* Funded by the Illinois Department of Transportation through the Police Traffic Services Training Project and administered by the Illinois Law Enforcement Training & Standards Board.



# First-Line Supervision – 24 Hours

Romeoville Police Department 1050 West Romeo Rd. Romeoville, IL. 60446 Tuesday-Thursday; November 12-14, 2024 8:00 am till 4:00 pm

This course complies with the guidelines of the following mandate(s):

Const. Use of LE Authority
 Cultural Competency
 Officer wellness/mental health
 Procedural Justice
 0.50 Hour
 1.0 Hours
 2.0 Hours

## **Course Description:**

Jan Mirikitani leads the class in group discussions on Sergeant-related duties. The goal is to get Supervisors to consistently commit to their department's missions for public safety, to develop their subordinates to achieve those outcomes, while building community trust. Although First-line Supervisors are promoted from the ranks, they are now accountable for Department goals bigger than their loyalty to Officer friendships. This training focuses on the Supervisor's communication methods and commitment to Officer wellness & morale.

#### Who Should Attend:

First-Line Supervision-24 Hours is a must for all new Supervisors or soon-to-be-promoted Officers. Experienced Sergeants are encouraged to attend to improve their supervisory effectiveness and to increase their leadership development. Lieutenants will gain insights to better supervise Sergeants.

#### **Course Content:**

- Supervisor assessment of their personal communication style & demeanor: assertive, aggressive, or nonassertive (passive).
- How to lead/develop graduated recruits & experience laterals
- Working towards Supervisor consistency between squads per Department leadership goals.
- Supervisors are gate-keepers of maintaining internal & external Department ethics.
- Officer customer service cored in Peel's Principles of Policing.
- Why department confidentiality matters, including personal usage of social media.
- How to professionally handle public complaints.
- Proofing & editing Officer reports towards quality narratives.
- How to coach Officers towards improved job performance. How to manage toxic employees & their impact on department morale, insubordination, & public trust, if left unchecked.
   Supervisors will work in groups on common negative internal/external scenarios.

Instructor: Jan Mirikitani has consulted & trained for federal & local law enforcement agencies. She has been a keynote speaker & trainer for national, regional, & state conferences for the Federal Reserve Bank System, U.S. Bankruptcy Court, U.S. District Court, Federal Probation, Federal Pre-Trial, Department of the Interior, Environmental Protection Agency, The IL Sheriffs Association, D.A.R.E. America, Division of Family Services, Greater IL Chapter IPMA-HR Directors, IL City Administrators Conference, MO & IL Municipal Statewide Clerk training. Jan has trained multiple law enforcement agencies & academies since 1989 & teaches for multiple MTUs.

Member Tuition: None Non-Member Tuition: \$450.00

(Members receive priority registration)

\*Funded in Partnership with the Illinois Law Enforcement Training & Standards Board

# Firearms Instructor Course - 40 Hours - Chudwin

Will County Sheriff's Range & Training Facility; 16911 W. Laraway Rd., Joliet, IL 60433

Tuesday - Saturday, November 12-16, 2024

# 10:00 am till 6:00 pm

(Class will begin at the Range Building located behind the main Sheriff's complex S/E corner)

This course complies with the guidelines of the following mandate(s):

• Const. Use of LE Authority 0.50 Hours

• De-escalation Techniques 2.50 Hours (0.50 Hour Scenario Based)

Law concerning stops, searches, and the use of force 2.0 Hours (1.0 Hour Scenario Based)

• Officer safety techniques, including cover, concealment, and time 14.0 Hours (10.0 Hours Scenario Based)

**Course Description:** This course of instruction is designed to produce a qualified law enforcement firearms instructor who is capable of training police officers of all experience levels to safely, efficiently, and effectively employ their duty handguns in the course of their work activities. Additionally, student officers will be trained on choosing various firearms, ammunition, and firearms accessories for the law enforcement mission. Communications skills coupled with teaching and learning skills will be integrated into every component of this course of instruction. This course is open to any officer who is currently assigned as or under consideration for assignment as a police firearms instructor.

At the completion of this training, the student officer will be able to identify the law enforcement mission critical goals and objectives of a police firearms instructor, demonstrate the instructional issues, and produce documentation detailing the training efforts. Student officers will be required to pass a written exam, correctly demonstrate designated training exercises, and pass a live fire qualification course with their duty handgun.

Training methodology will be:

- Explanation By Instructor
- Demonstration By Instructor
- Corrected Practice / Hands On By Student Officer Under Supervision of Instructor(s)
- Demonstration By Student Officer

# STUDENTS MUST BRING THE FOLLOWING EQUIPMENT TO CLASS:

- ✓ 1,200 rounds of factory pistol ammunition and duty pistol with minimum of 3 magazines
- ✓ Patrol rifle with tactical sling and three magazines / 200 rounds of factory .223/5.56 m/m ammunition
- ✓ Hat with bill to protect face from brass ejections
- ✓ Eye protection
- ✓ Pencil/pen and notebook
- ✓ Duty leather and pistol
- ✓ Duty flashlight
- ✓ Soft body armor
- ✓ Comfortable clothing and boots, NO SHORTS (fatigues/BDUs suggested) NOTE: Students will participate in multiple tactical exercises and can expect to get dirty.
- ✓ Water to drink during tactical exercises
- A packed lunch

Continued on next page:

#### Instructor:

Jeff Chudwin served 38 years and retired as the Chief of Police for the Village of Olympia Fields IL. He has been a law enforcement officer since 1974 and continues as a sworn officer with the Peotone IL Police Department. He served as an Assistant States Attorney for both Will and Cook Counties IL. Chief Chudwin is a founding member and president of the Illinois Tactical Officers Association (ITOA). A competitive shooter of over 35 years he designed and instructs a number of firearms training courses including; basic patrol rifle, patrol rifle instructor, designated marksman/advanced patrol rifle, 40 Hours Firearms Instructor, Firearms Instructor Update, Close Quarter Pistol, and rifle-pistol armorer courses for MTU's state wide.

Combining his experience as an attorney, prosecutor, and career peace officer, he writes for law enforcement and firearms publications and has presented at conferences nationwide regarding police use of force, firearms training, patrol functions, and tactical operations. He is the executive editor of the ITOA Journal and has authored numerous articles for law enforcement publications on the issues of police use of force, firearms training, and SWAT and patrol functions.

#### Instructor:

Kimberly Heath-Chudwin is a retired Will County Sheriff's Deputy and Range Master. Deputy Heath-Chudwin is the President of the Women's Tactical Association. She has been a firearms instructor for 11 years. She instructs firearms training classes for the Illinois mobile training units #3 and #16, and for the ILEETA and ITOA conferences. Retired Deputy Heath is a competitive shooter; the 2016 and 2018 National Patrol Rifle Competition champion and has done work with the NRA Women's Network and Guns and Ammo TV.

All attendees must be sworn law enforcement personnel registered by their respective Law Enforcement Agencies and on-duty.

Member Tuition: None Non- Member Tuition: \$750.00

(Members receive priority registration)

\*This course is partially funded by the Illinois Law Enforcement Training and Standards Board.



# Peer Support for 1st Responders

New Lenox Police Department 200 Veterans Parkway, New Lenox, IL. 60451 Wednesday-Friday, November 13-15, 2024 8:00 am - 5:00 pm

This course complies with the guidelines of the following mandate(s):

Crisis Intervention
 Legal Updates
 Officer wellness/mental health
 Procedural Justice
 5.5 Hours
 9.5 Hours
 5.0 Hour

**Course Description:** Peer Support is a non-clinical process of listening, encouraging, sharing knowledge & skills, and providing assistance to peers in order to help them effectively deal with the challenges, stress, and traumas experienced through their work and personal life. This 3-day Peer Support training class will introduce the student to the process of peer support and equip them with the knowledge and techniques necessary to provide emotional support & practical guidance to other 1st responders who are in need of assistance. This class consists of both classroom lecture and reality-based training scenarios. Throughout the course students will learn best practices, participate through interactive discussion, and engage with practical exercises applying and showing understanding of what they have learned.

## Course topics include:

- Peer Support Principles and Practices
- 1st Responder Culture & Mental Health
- Physiological/Behavioral Reactions to Stress and Trauma
- PTSD and Suicide
- Peer Support Skills and Techniques
- Additional Crisis Interventions (CIRM)
- Resiliency and Stress Management
- Support Resources
- Practical Exercise/Role Plays

**Instructors**: Dan and Tammy Roach

Member Tuition: None Non-Member Tuition: \$466.00

(Members have priority in registration)

Funded in Partnership with the Illinois Law Enforcement Training & Standards Board

# Field Training Officer Program - San Jose Model - 40 Hour

Romeoville Police Department 1050 West Romeo Road, Romeoville, IL. 60446 Monday - Friday, November 18-22, 2024 8:00 am till 4:00 pm

This course complies with the guidelines of the following mandate(s):

Civil Rights
 Const. Use of LE Authority
 Human Rights
 Legal Updates
 Procedural Justice
 1.0 Hour
 1.0 Hour
 2.0 Hours
 25.0 Hours

**Course Description:** This five-day, 40-hour training program is intended to be a practical, informational and hands on program. The purpose of the course is to give law enforcement personnel the knowledge and skills they need to train other law enforcement personnel on a one-to-one basis. A diverse use of instructional methods will be employed to provide a student-centered learning environment. Upon successful completion of this program will have basic knowledge in a variety of topics including adult learning, coaching, and the design of a typical FTO program.

## **Course topics include:**

- The police image
- The Field Trainer's role and responsibility
- Principles of adult learning and coaching
- Methods of providing effective feedback
- Overriding the probationary officer's decisions
- Sexual harassment/hostile working environment
- The evaluation process
- Job status review and recommendation
- Probationary officer training manuals

NOTE: Participants must bring a laptop computer or tablet capable of connecting to the Internet. The participant's e-device must have a PDF reader (Adobe Reader Recommended). All course materials are provided through Google Drive. If you have any I/T questions please contact the instructor at (847) 644-6437

Instructor: Thomas Dworak is a retired Sergeant (31 years) from a suburban Chicago police department where he was the Field Training and Evaluation Program Coordinator and the Lead Defensive Tactics/Use of Force Instructor. Thom facilitates training throughout the country in Field Training, Instructor Development, Leadership, Use of Force, Defensive Tactics and is a core instructor for Below 100. He holds the position of adjunct faculty at the Suburban Law Enforcement Academy at the College of Du Page providing instruction to recruits in defensive tactics and scenario-based training. Thom is a court recognized expert in police practices and use of force. He is a member of the International Law Enforcement Educators and Trainers Association (ILEETA), an annual ILEETA conference presenter and the Instructor Development Section Editor for the ILEETA Journal. Follow Thom on Twitter @dworakt

Member Tuition: None Non-Member Tuition: \$750.00

(Members have priority in registration)

Funded in Partnership with the Illinois Law Enforcement Training & Standards Board

# Writing Effective Search Warrants; Report Writing & Effective Courtroom Testimony

Will County Sheriff's Office 16911 W. Laraway Rd., Joliet, IL. 60433 Monday; November 25, 2024

8:00 am till 4:00 pm

This course complies with the guidelines of the following mandate(s):

Civil Rights 3.0 Hours
 Const. Use of LE Authority 3.0 Hours
 Legal Updates 2.0 Hours
 Lead Homicide Investigator 8.0 Hours

### **Course Description:**

This multi-disciplinary training course for law enforcement officers will cover specific detailed writing for search warrants from drafting affidavits to testifying a suppression hearing. This course will also cover the do's and don'ts of writing police reports to avoid problems in court. Finally, this course will teach officers how to properly prepare for court and present physical and testimonial evidence at trial.

## Topics to be discussed:

**SEARCH WARRANTS:** ➤ Drafting Affidavit ➤ Informant Affidavit's ➤ Hearsay ➤ John Doe Warrants ➤ Descriptions of places-persons-items to be searched ➤ Probable Cause ➤ Anticipatory Search Warrants Mandates: Civil Rights, Constitutional Use of Law Enforcement Authority & Legal Updates ➤ Misrepresentation of Facts ➤ Omissions ➤ Discovery ➤ Judicial Approval ➤ Telephone corrections ➤ Execution ➤ Timelines ➤ Knock & Announce/No Knock Warrants ➤ Warrant Executed at Wrong Address ➤ Inventory & Return

**REPORT WRITING:** ➤ Supreme Court Rule 412 - Disclosure ➤ Supreme Court Rule 415 - Duty to Disclose ➤ Officer Personnel Files ➤ Dangers of Poor Report Writing ➤ Keys to Well-Written Report ➤ Report Checklist

**COURTROOM TESTIMONY:** ➤ The New Orleans Story ➤ Attorneys Rules and Ethics ➤ Understanding Defense Attorneys ➤ How to Prepare for Your Testimony ➤ How to Testify at Trial ➤ Cross Examination ➤ What Not To Do

**Instructor:** Jeffrey J. Pavletic is an award-winning trial attorney who has built a reputation of integrity and exceptional skill in the courtroom. As a prosecutor for the past two decades, he has tried countless cases to victory (including approximately 150 jury trials with a concentration in homicide and violent crime). In addition to trying some of the highest profile and complex cases that have occurred in the history of Northern Illinois, Jeff was Chief of the Felony Review Division, and is currently the First Assistant State's Attorney for the Lake County (Illinois) State's Attorney's Office. Jeff served as Special Counsel to the U.S. House of Representatives Judiciary Committee in the impeachment of President Clinton. (CONTINUED)

His duties included all aspects of independent counsel review, the impeachment inquiry, presentation of articles of impeachment to the U.S. House of Representatives, all witness interviews and depositions of trial witnesses, and the actual impeachment trial before the U.S. Senate. Jeff has received numerous federal, state, and local awards. These include Illinois State Crime Commission's State's Attorney of the Year, Felony Trial Attorney of the Year, The Fred L. Foreman Criminal Justice Award, The Ruth Rosengarden Victim Service provider Award, and a special U.S. House of Representatives Award presented by Congressman Henry Hyde. Jeff has been featured on 20/20, The Today Show, Good Morning America, Court TV, and the Discovery Channel. Jeff is a published author and a well-respected legal instructor who holds undergraduate and graduate faculty positions and has received accolades as a nationally renowned lecturer, training thousands of police officers, lawyers, prosecutors, and judges.

Member Tuition: None Non-Member Tuition: \$150.00

(Members have priority in registration)
Funded in Partnership with the Illinois Law Enforcement Training & Standards Board