

**Memorandum**

To: George D. Little, Director ICJS

From: Robert J. Parks, Ph.D., CEAP, SAP, RS - Parks Place, LLC

Date: 26 Jun 2008

Subject: SBLE officer basic course evaluation El Paso, TX. 16-20 Jun 2008

I have completed the evaluation requested in the format agreed on in my contract. Attached is a binder containing; Table of Contents, Tab 1 Executive Summary, Tab 2 ICJS Overview, Tab 3 SBLE Course Overview, Tab 4 Method of Evaluation, Tab 5 Qualification for Attendance, Tab 6 Instructor BIO’s, Tab 7 Sample Course Evaluation Forms completed by participants, Tab 8 Course Content Notes, Tab 9 Recommendations and Tab 10 Krav Maga Liability Release Form.

The evaluation is prepared and designed to provide readability for those who want a quick overview and those who need in-depth coverage or detailed information.

The over-all evaluation and findings supports the School-Based Law Enforcement (SBLE) Officer certification course as a state-of-the-art, well designed course that is both cost advantageous and contains measurable tangible benefits to all participants. There are no “Silver Bullet” programs designed to meet the current threats for safety and security in our school systems, however your holistic training plan and course design should be continued and resourced as much as possible.

If you have any further question(s) I can be contacted at: 256-457-1827

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**Executive Summary**

Costs & benefits, the cost compared to the benefits make this training course “A must have”. The actual budget to install and support this project/system is relatively small compared to other similar type certifications. The real benefits of the course are tangible and can be measured by how many lives can be saved and how much confidence the public will have in our law enforcement and our institutions.

All of the learning objectives for the course were met or exceeded. The overwhelming response from attendees is that they liked the course as it was presented; of course there were some recommendations to spend more or less time on a particular topic or design of a topic.

The course provided introduction and in-depth coverage of selected topics and information. It did not address every possible situation or aspect of law enforcement/security training. If all the reference material available was presented, it would not be possible to include it in a one week course. The important concepts were identified, stressed and well covered by the instructors. The essential feature of the course is lecture and in-class interaction—not the notes, most of the class time is spent discussing concepts/scenarios, examples; after action reports; lessons learned and practical exercises.

The course is relatively comprehensive and very intensive. At the end of the course a person with the required background for attendance should be able to meet the requirements for certification. This course has been presented 2 times at local High Schools on an in-house basis. The evaluation forms turned in by course attendees have been very favorable.

It is not expected that this course will be a “Silver Bullet” to fix the growing need for safety and security in our school systems. This course may be the best “Tool” that is now available to limit the loss of life and reduce property damage in our schools. The course is flexible and portable it should be resourced and implemented as much as possible.

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 1)**PRINCIPAL EDUCATIONAL INSTITUTE – INSTITUTE FOR CRIMINAL JUSTICE STUDIES (ICJS) OVERVIEW**

* THE INSTITUTE FOR CRIMINAL JUSTICE STUDIES (ICJS) WAS CREATED IN 1974.
* IT IS A GRANT FUNDED INSTITUTION THROUGH APPROPRIATIONS FROM THE TEXAS GOVENEOR’S OFFICE – CRIMINAL JUSTICE DIVISION AND CRIMINAL JUSTICE JUVENILE DIVISION.
* ICJS IS PART OF TEXAS STATE UNIVERSITY’S DEPARTMENT OF CRIMINAL JUSTICE AND IS UNDER OVER-SIGHT BY THE CENTER FOR SAFE COMMUNITIES AND SCHOOLS (CSCS).
* ICJS HAS TRAINED MORE THAN 60,000 CRIMINAL JUSTICE – LAW ENFORCEMENT PROFESSIONALS FROM TEXAS, 46-OTHER STATES AND SEVEN FOREIGN COUNTRIES DURING THE LAST 34-YEARS.
* ICJS USES CORE STAFF AND MOBILE TRAINING TEAMS TO ACHIEVE ITS TRAINING OBJECTIVES AND USES EXPERIENCED AND VETERAN LAW ENFORCEMENT, MILITARY, CIVILIAN CONTRACTOR, SCIENCE AND EDUCATIONAL PROFESSIONALS FOR ITS COURSE DELIVERIES.
* ICJS LESSON CONTENT ALL APPEAR TO BE SCIENTIFIC AND RESEARCHED BASED, STATE-OF-THE-ART CURRICULA.
* INTERVIEWED NEW DIRECTOR, GEORGE D. LITTLE WHO PROVIDED EVALUATOR WITH ENCLOSED ICJS OVERVIEW INCLUDING MISSION STATEMENT, NEW GOALS AND OBJECTIVES. (SEE ENCLOSED ICJS OVERVIEW).

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 2)**BASIC SCHOOL-BASED LAW ENFORCEMENT (SBLE) COURSE OVERVIEW**

* THIS IS A NEW CURRICULUM.
* DEVELOPED BY THE INSTITUTE FOR CRIMINAL JUSTICE STUDIES (ICJS), IN COLLABORATION WITH THE TEXAS SCHOOL SAFETY CENTER (TxSSC).
* DURATION A 40-HOUR COURSE CONDUCTED MONDAY THROUGH FRIDAY
* SEE ENCLOSED COURSE OVERVIEW
  + LEARNING OBJECTIVES ESTABLISHED FOR EACH LESSON WITHIN THE CURRICULA.
  + LESSONS ARE PRESENTED IN CHRONOLOGICAL OR SEQUENTIAL ORDER.
  + DAILY OBJECTIVES LISTED WITHIN OVERVIEW.
* RESEARCH, DEVELOPED AND DESIGNED BASED ON CURRENT THREATS FACING SCHOOL-BASED LAW ENFORCEMENT AND SECURITY OFFICERS FROM FIELD OFFICER INPUT, SUGGESTIONS AND RECOMMENDATIONS AND ICJS AND TxSSC STAFF EXPERTISE.
* THIS IS THE FIRST (BASIC) OF FOUR PLANNED SCHOOL-BASED OFFICER CERTIFICATION PHASES OR COMPETENCY LEVEL COURSES.
  + BASIC OR PHASE/LEVEL I
  + INTERMEDIATE OR PHASE/LEVEL II
  + ADVANCED OR PHASE/LEVEL III
  + MASTERS OR PHASE/LEVEL IV

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 3)**METHOD OF EVALUATION**

* THIS IS NOT A PILOT PROGRAM IT WILL BE MODIFIED TO FIT NEEDS OF USERS OR SYSTEMS. UP-DATES AND CHANGES WILL BE ON-GOING. INTERNAL REVIEW WILL BE CONDUCTED AND THE CURRICULUM MAY BE CHANGED.
* CRITERION USED FOR THIS EVALUATION WAS OPERATIONAL TRY-OUT METHOD. FACE TO FACE INTERVIEWS, INDIVIDUAL, AND GROUP DE-BRIEFINGS. THE ENVIRONMENT WAS CLASSROOM AND ON SITE FACILITIES. THIS EVALUATION IS PROVIDED FOR INTERNAL AND EXTERNAL REVIEWS.
* PERSONAL OBSERVATION
  + PRESENTER EVALUATION FORMS COMPLETED BY PARTICIPANTS.
  + END-OF-COURSE EVALUATION FORMS COMPLETED BY PARTICIPANTS.

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 4)**QUALIFICATION FOR ATTENDANCE**

AT THIS TIME THE QUALIFICATIONS FOR ATTENDING THE BASIC SCHOOL-BASED LAW ENFORCEMENT (SBLE) COURSE ARE; STUDENT MUST BE A CURRENTLY COMMISSIONED AND LICENSED PEACE OR SECURITY OFFICER (STATE OF TEXAS) WORKING IN A SCHOOL ENVIRONMENT.

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 5)**INSTRUCTOR – PRESENTER STAFF QUALIFICATIONS**

**ATTACHED ARE THE INSTRUCTOR (PRESENTER) QUALIFICATIONS.**

* DAVID H. WILLIAMS, EXECUTIVE DIRECTOR CENTER FOR SAFE COMMUNITIES AND SCHOOLS TEXAS STATE UNIVERSITY, SAN MARCOS, TEXAS
* GEORGE D. LITTLE, DIRECTOR INSTITUTE FOR CRIMINAL JUSTICE STUDIES, CENTER FOR SAFE COMMUNITIES AND SCHOOLS, TEXAS STATE UNIVERSITY, SAN MARCOS, TEXAS
* MICHAEL PIMENTEL, ADJUNCT CONTRACT-VENDOR INSTRUCTOR FOR INSTITUTE FOR CRIMINAL JUSTICE STUDIES.
* HANAN YADIN, INSTINCTIVE SHOOTING INTERNATIONAL, INCORPORATED, HOUSTON, TEXAS
* CURTIS CLAY, DIRECTOR TEXAS SCHOOL SAFETY CENTER, CENTER FOR SAFE COMMUNITIES AND SCHOOLS, TEXAS STATE UNIVERSITY, SAN MARCOS, TEXAS
* DWIGHT STEWART, PROGRAM SPECIALIST, TEXAS SCHOOL SAFETY CENTER, CENTER FOR SAFE COMMUNITIES AND SCHOOLS, TEXAS STATE UNIVERSITY, SAN MARCOS, TEXAS.
* ADAM L. HAMILTON, P.E., PRESIDENT AND CHIEF EXECUTIVE OFFICER OF SIGNATURE SCIENCE, LLC., AUSTIN, TEXAS
* GERALD ADAMS, CONTRACT INSTRUCTOR, SIGNATURE SCIENCE, RETIRED SPECIAL AGENT, FEDERAL BUREAU OF INVESTIGATION

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 6)**SAMPLE STUDENT - PARTICIPANT EVALUATION FORMS**

ATTACHED ARE SAMPLES OF THE STUDENT – PARTICIPANT SPEAKER AND COURSE EVALUATION FORMS USED BY THE CADRE STAFF:

* TWO ACTUAL STUDENT – PARTICIPANT PRESENTER EVALUATION FORMS
  + History of SBLE - Dave Williams
  + Crime Prevention (Homeland Security) Counter Terrorism – George Little
  + Counter-Terrorism Crime Prevention Through Environmental Design (CPTED) – George Little
  + Community Preparedness (Homeland Security) – George Little
* TWO ACTUAL STUDENTS – PARTICIPANT COURSE EVALUATION FORMS. THE FORM WAS DESIGNED TO OBTAIN PARTICIPANT FEEDBACK AND COVERED THE FOLLOWING STANDARD QUESTIONS USING LIKERT STANDARD SCALE OF UNACCEPTABLE 1, POOR 2, SATISFACTORY 3, GOOD 4 AND EXCELLENT 5.
  + Overall the course was
  + Program was presented clearly and logically
  + General knowledge of instructor – speaker
  + Content/quality of the curriculum presented
  + Classroom facility
  + Specific questions
    - What topics should be covered more thoroughly?
    - What topics were covered too thoroughly?
    - What additional topics should be presented?
    - Suggestions to improve/comments:

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 7)**COURSE CONTENT NOTES - FINDINGS**

* THE COURSE FOCUSES MAINLY ON THE OFFICERS ROLE OF PREVENTION AND PROBLEM SOLVER IN A SCHOOL ENVIRONMENT, FOR EXAMPLE; HOW TO IDENTIFY GANG MEMBERS AND SPOT CONCEALED WEAPONS.
* ALL OF THE INSTRUCTORS APPEARED TO BE HIGHLY MOTIVATED AND SKILLED. FACE TO FACE INTERVIEWS WITH STUDENTS INDICATED THAT THEY FELT THEY WERE BEING TREATED AS EQUALS NOT AS “TRAINEES”.
* THE COURSE FOLLOWED THE AGENDA CLOSELY THE HANDOUTS/SLIDES PARALLED THE PRESENTATIONS.
* NOT EVERY ITEM INCLUDED IN THE HANDOUT/SLIDE WAS INCLUDED IN THE LECTURE.
* THE HANDOUTS WERE PROVIDED TO REDUCE THE REQUIREMENT TO TAKE COPIOUS NOTES.
* STUDENTS WERE ENCOURAGED TO ASK QUESTIONS.
* THE MAJORITY OF THE INSTRUCTORS HAD THE ABILITY TO CONNECT WITH THE STUDENTS BY ADJUSTING TO LOCAL CULTURE AND CUSTOMS.
* THE PACE OF THE COURSE, SELECTION OF TOPICS, AND TIME SPENT ON VARIOUS TOPICS WAS ADJUSTED A LITTLE BY SOME OF THE INSTRUCTORS IN ORDER TO ADDRESS SPECIFIC CONCERNS OR INTERESTS OF THE STUDENTS.
* ALL OF THE INSTRUCTORS FACILATED THEIR PRESENTATIONS AND ACHIEVED THEIR ESTABLISHED LEARNING OBJECTIVES.
* THE STUDENTS WERE ENGAGED IN ACTIVE-LEARNING SCENARIOS ACCORDING TO LESSON PLAN OR BY SPONTANEOUS ACTION.
* OVERALL, THE TRAINING WAS FOUND TO BE VERY REALISTIC AND BENEFICIAL TO THE STUDENTS.

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 8)

**COURSE CONTENT NOTES – FINDINGS CONTINUED**

* ATTENDEES SAID THAT THE TRAINING WAS CURRENT, RELEVANT AND GERMANE TO THE ACTUAL NEEDS OF THEIR SCHOOL DISTRICT.
* THERE WERE 38 STUDENTS TRAINED AT THIS COURSE, ALL PASSED THE FINAL EXAM.
* THE EVALUATOR WAS PRESENT FOR ALL PERIODS OF INSTRUCTION AND ASSISTED IN ADMINISTRATIVE DUTIES.
* EVALUATOR PRESENTED ORAL AND WRITTEN FEEDBACK TO THE DIRECTOR AND STAFF EACH DAY OF THE COURSE.
* THE FIVE AREAS OF INSTRUCTION PERCEIEVED BY THE STUDENTS TO BE MOST BENEFICIAL WERE;

1. KRAV MAGA. (Hanan Yadin)
2. HOMELAND SECURITY – COUNTER TERRORISM (George Little)
3. SCHOOL VIOLENCE AND GANGS (Curtis Clay and Dwight Stewart)
4. OFFICER – SCHOOL STAFF – STUDENT RELATIONS. (Mike Pimentel)
5. SCHOOL EMERGENCY OPERATIONS PLANS. (Curtis Clay and Dwight Stewart)

* THIS COURSE HAS POTENTIAL AND STRUCTURE TO HELP LAW ENFORCEMENT AND SECURITY OFFICERS IDENTIFY THROUGH EARLY DETECTION AND MITIGATE THREATS ON THEIR CAMPUSES.
* THIS COURSE SHOULD BE CONTINUED AND ADDITIONAL RESEARCH AND DEVELOPMENT COMPLETED TO BUILD UPON WHAT THIS BASIC COURSE HAS ACHIEVED. ADDITIONAL OR SUPPLEMENTAL CURRICULA WILL SERVE TO REINFORCE A SOLID FOUNDATION CREATED THROUGH THIS SBLE COURSE.
* HIGHLY COST EFFECTIVE CURRICULA WITH POTENTIAL TO SAVE HUMAN LIFE AND PROTECT PROPERTY.

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 8)**COURSE RECOMMENDATIONS**

* PREPARE CLASSROOM OR TRAINING SITE TO ENSURE IT IS FREE OF DISTRACTIONS. FOR EXAMPLE, TURN OFF INTERCOM REMOVE OR DISCONNECT OFFICE MACHINES.
* LIMIT ACCESS/MOVEMENT IN AND NEAR TRAINING SESSIONS.
* INCLUDE MORE VIDEOS AND/OR INTER-ACTIVE TRAINING.
* ENSURE STUDENT HANDOUTS AND TRAINING SUPPLEMENTS ARE PROVIDED AND DISTRIBUTED IN A TIMELY MANNER, PRIOR TO INSTRUCTORS PRESENTATION.
* INSTRUCTORS SHOULD TAKE CHARGE AND CONTROL CLASS CHATTER ESPECIALLY WHEN OTHER SPEAKERS HAVE THE FLOOR.
* DO NOT RUSH PRESENTATIONS USE CLEAR, CONCISE AND NON-OFFENSIVE LANGUAGE.
* USE JARGON THAT IS UNDERSTOOD BY ALL.
* AVOID READING SLIDE INFORMATION THAT IS ALREADY AVAILABLE OR PROJECTED ON SCREEN.
* WHILE TRAINING IS GOING ON, REQUEST OBSERVERS, STAFF, AND VISITORS TO LIMIT THEIR MOVEMENT AND CONVERSATIONS IN ORDER TO MINIMIZE DISTRACTIONS.
* TO ESTABLISH MORE CREDIBILITY, HAVE SOMEONE WELCOME/ANNOUNCE EACH INSTRUCTOR IMMEDIATELY PRIOR TO THEIR FIRST PRESENTATION.
* ENSURE STUDENTS NAMES ARE CORRECTLY SPELLED AND PRONOUNCED WHENEVER POSSIBLE.
* INCLUDE A LOCAL OFFICIAL OR SUPERVISOR WITHIN THE STUDENTS CHAIN OF COMMAND TO PARTICIPATE IN THE GRADUATION CEREMONY.
* HAVE A DRESS CODE FOR STUDENTS & INSTRUCTORS.

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 9)**COURSE SAFETY AND LIABILITY FINDINGS AND RECOMMENDATIONS**

* PRACTICAL EDUCATION ENVIRONMENTAL TACTICS (KRAV MAGA) LIABILITIES APPEAR TO BE COVERED IN ENCLOSED LIABILITY RELEASE DECLARATION.
  + RECOMMEND THAT ICJS HAVE THE ENCLOSED LIABILITY RELEASE DECLARATION REVIEWED BY TEXAS STATE UNIVERSITY LEGAL DEPARTMENT.
  + RECOMMEND THAT APPROPRIATE UL APPROVED PUNCH AND KICK PADDED EQUIPMENT BE USED IN ALL FUTURE TRAININGS.
* PRINCIPAL INSTRUCTOR HANAN YADIN DEMONSTRATED HIS COMPETENCY LEVEL IN PRESENTING KRAV MAGA TRAINING. PRIMARY INSTRUCTOR APPEARED TO BE SAFETY CONSCIOUS DURING ALL ASPECTS OF THIS OBSERVATION.
* KRAV MAGA TRAINING WAS REALISTIC WITH MAXIMUM SAFETY PRECAUTIONS EMPLOYEED.
* DURING THIS OBSERVATION EVALUATOR OBSERVED TWO STAFF CADRE SERVING AS SAFETY OFFICERS.
* NO SAFETY VIOLATIONS OBSERVED.

Prepared by Dr. Robert J. Parks, ParksPlace, LLC (TAB 10)