

# Fresno County Probation



## Training Plan 2024/2025

# Fresno Probation Annual Training Plan – TY 24/25

## July 2024

- 7/9/24 - 7/12/24 Juvenile Placement Core (1<sup>st</sup> Session) Scheduled by Placement ADC
- 7/12/24 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - All employees)
- 7/17/24 Critical Issues: Afterhours Phone (2-hour session; Must be enrolled by ADC)
- 7/19/24 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(8 officers per session)** No STC credit provided.
- 7/22/24 – 7/24/24 3-Day NRCT for Field Services (DPO Initial Course, 8-hour, 3-day)
- 07/22/24-7/26/24 Core Correctional Practices: Train the Trainer
- 7/25/24 Evidence-Based Practices (EBP) and What Works in Reducing Recidivism-(Must be enrolled by ADC (New employee will be enrolled by the Training Coordinator)
- 7/29/24 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - All employees)
- 7/30/24 Field Tactics for Probation Officers (SIMS) (8-hour, 2-day (Day 1) – Newly Armed Officers)

## August 2024

- 8/1/24 Field Tactics for Probation Officers (SIMS) (8-hour, 2-day (Day 2) – Newly Armed Officers)
- 8/1/24 Cultural Competency for Today's Law Enforcement Professional-Instructor: Josef Levy (8-hour session – DPO/JCO)
- 8/6/24 - 8/8/24 Juvenile Placement Core (2<sup>nd</sup> Session) Scheduled by Placement ADC
- 8/7/24 Officer Safety Level I (1<sup>st</sup> Quarter – Range Master session) (4-hour session)
- 8/8/24 Fentanyl 101-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 8/9/24 Emotionally Disturbed Persons-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 8/12/24 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - All employees)

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8/13/24	Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer-Instructor: Emmett Spraktes, D-Prep (4-hour <b>AM</b> session - Armed or voluntarily armed officers as scheduled)
8/13/24 - 8/15/24	3-Day NRCT for Institution (JCO Initial Course, 8-hour, 3-day)
8/14/24	Officer Safety Level I (1 <sup>st</sup> Quarter – Session 1) (4-hour session - Armed or voluntarily armed officers as scheduled)
8/15/24	Dealing with Critical Incidents: Trauma and Stress-Instructor: Todd Dearmore or Jason Neff (8-hour session - DPO/JCO)
8/16/24	Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) ( <b>8 officers per session</b> ) No STC credit provided.
8/21/24	Officer Safety Level I (1 <sup>st</sup> Quarter – Session 2) (4-hour session - Armed or voluntarily armed officers as scheduled)
8/22/24	De-Escalation for Law Enforcement Professionals -Instructor: Richard Garrett (8-hour session – DPO/JCO)
8/23/24	Monadnock Expandable Baton – Initial User Course (4-hour session - Armed or voluntarily armed officers as scheduled)
8/27/24 - 8/29/24	3-Day NRCT for Institution (JCO Initial Course, 8-hour, 3-day)
8/28/24	Officer Safety Level I (1 <sup>st</sup> Quarter – Session 3) (4-hour session - Armed or voluntarily armed officers as scheduled)
8/29/24 - 8/30/24	Vant4ge- Juvenile – (Must be enrolled by ADC)
8/30/24	CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - All employees)

## **September 2024**

9/3/24 - 9/5/24	3-Day NRCT for Institution (JCO Initial Course, 8-hour, 3-day)
9/4/24	Officer Safety Level I (1 <sup>st</sup> Quarter – Session 4) (4-hour session - Armed or voluntarily armed officers as scheduled)
9/5/24	Self-Care for the Probation Department-Instructor: Vanessa Dixon (8-hour session – DPO/JCO)
9/9/24 - 9/13/24	PC 832 Laws of Arrest (Peace Officers with ADC approval) (40-hour session)

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- 9/11/24 Officer Safety Level I (1<sup>st</sup> Quarter – Session 5) (4-hour session - *Armed or voluntarily armed officers as scheduled*)
- 9/13/24 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - *All employees*)
- 9/13/24 Chemical Agent-Instructor: TBD (8-hour session – *DPO/JCO*)
- 9/16/24 - 10/25/24 Probation Officer Core - Fresno City College (231-hour session)
- 9/16/24 - 9/18/24 3-Day NRCT for Field Services (*DPO Initial Course, 8-hour, 3-day*)
- 9/17/24 Maintaining Officer Safety When Dealing with People with Disabilities-Instructor: Dr. Thomas Broxtermann (8-hour session - *DPO/JCO*)
- 9/20/24 Adolescent Brain Development Leading to Adverse Choices-Instructor: Laura Lynn Reed (8-hour session – *DPO/JCO*) (New employee will be enrolled by Training Coordinator)
- 9/23/24 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - *All employees*)
- 9/24/24 Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - *Armed or voluntarily armed officers*)
- 9/24/24 - 9/25/24 Vant4ge- Adult – (Must be enrolled by ADC)
- 9/26/24 De-Escalation and Use of Force with Mentally Ill Offenders-Instructor: Todd Dearnore or Jason Neff (8-hour session – *DPO/JCO*)
- 9/27/24 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - *Armed or voluntarily armed officers*) (**8 officers per session**) No STC credit provided.
- 9/27/24 Our Wellness, Our Responsibility-Instructors: Dr. Melissa Magallanes and David Jaime (8-hour session - *DPO/JCO*)

## **October 2024**

- 10/1/24 Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - *Armed or voluntarily armed officers*)
- 10/2/24 Officer Safety Level I (2<sup>nd</sup> Quarter – Range Master session) (4-hour session)
- 10/7/24 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - *All employees*)

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10/7/24-10/11/24	Firearms Instructor Course - Fresno City College (40-hour session - Peace Officers with ADC approval)
10/8/24 - 10/11/24	Placement Supervisor Core
10/8/24 - 10/1/24	3-Day NRCT for Institution (JCO Initial Course, 8-hour, 3-day)
10/9/24	Officer Safety Level I (2 <sup>nd</sup> Quarter – Session 1) (4-hour session - Armed or voluntarily armed officers as scheduled)
10/10/24	Human Trafficking-Instructor: Jason Dale (8-hour session – DPO/JCO)
10/11/24	Field Tactics for Probation Officers (SIMS) Session 1 (4-hour <b>AM &amp; PM</b> session - Armed or voluntarily armed officers)
10/11/24	Blue Warning Lights on Probation Vehicles-SB587 Requirement-Instructor: Mike Henkle, D-Prep (4-hour session <b>AM</b> – DPO)
10/15/24	De-Escalation for Law Enforcement Professionals -Instructor: Richard Garrett (8-hour session – DPO/JCO)
10/16/24	Officer Safety Level I (2 <sup>nd</sup> Quarter – Session 2) (4-hour session - Armed or voluntarily armed officers as scheduled)
10/17/24	Happily Ever After...In Search of Life After Retirement-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
10/18/24	Field Tactics for Probation Officers (SIMS) Session 1 (4-hour <b>AM &amp; PM</b> session - Armed or voluntarily armed officers)
10/21/24	CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - All employees)
10/21/24-11/22/24	Juvenile Correctional Officer Core – Fresno City College (191-hours)
10/22/24	Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) ( <b>8 officers per session</b> ) No STC credit provided.
10/22/24-10/24/24	3-Day NRCT for Institution (JCO Initial Course, 8-hour, 3-day)
10/23/24	Officer Safety Level I (2 <sup>nd</sup> Quarter – Session 3) (4-hour session - Armed or voluntarily armed officers as scheduled)
10/24/24	Evidence-Based Practices (EBP) and What Works in Reducing Recidivism-(New employee will be enrolled by Training Coordinator)
10/24/24	Writing with Confidence-Instructor: Sara Bonilla (8-hour session – DPO/JCO)

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- 10/25/24 Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 10/28/24 Firearms Familiarization Day 1-Instructor: TBD (8-hour Classroom session – with ADC approval)
- 10/29/24 Firearms Familiarization Day 2-Instructor: TBD (2.5-hour Range session – with ADC approval)
- 10/30/24 Officer Safety Level I (2<sup>nd</sup> Quarter – Session 4) (4-hour session - Armed or voluntarily armed officers as scheduled)

## November 2024

- 11/1/24 Firearms Familiarization Day 2-Instructor: TBD (2.5-hour Range session – with ADC approval)
- 11/1/24 CPR, First Aid, & Bloodborne Pathogens-Instructor: TBD, React Medical Training (8-hour session - All employees)
- 11/1/24 Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session -Armed or voluntarily armed officers)
- 11/4/24-11/6/24 PC 832 Firearms-FPD Regional Training Center (24-hour session - Peace Officers with ADC approval)
- 11/4/24 - 11/6/24 3-Day NRCT for Field Services (DPO Initial Course, 8-hour, 3-day)
- 11/5/24 – 11/8/24 Juvenile Placement Core (1<sup>st</sup> Session)
- 11/5/24 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(8 officers per session)** No STC credit provided
- 11/5/24 Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 11/6/24 Officer Safety Level I (2<sup>nd</sup> Quarter – Session 5) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 11/8/24 Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 11/12/24 Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 11/12/24-11/13/24 Vant4ge- Adult – (Must be enrolled by ADC)

# Fresno Probation Annual Training Plan – TY 24/25

- 11/15/24 Field Tactics for Probation Officers (SIMS) Session 1 (*4-hour AM & PM session - Armed or voluntarily armed officers*)
- 11/19/24 Field Tactics for Probation Officers (SIMS) (*8-hour, 2-day (Day 1) – Newly Armed Officers*)
- 11/19/24-11/21/24 3-Day NRCT for Institution (*JCO Initial Course, 8-hour, 3-day*)
- 11/21/24 Field Tactics for Probation Officers (SIMS) (*8-hour, 2-day (Day 2)– Newly Armed Officers*)
- 11/22/24 Monadnock Expandable Baton – Initial User Course (*4-hour session - Armed or voluntarily armed officers as scheduled*)

## **December 2024**

- 12/2/24 - 12/13/24 STC Supervisor Core Course (*80-hour session*) (*Peace Officers as scheduled by Training ADC*)
- 12/3/24 - 12/5/24 Juvenile Placement Core (2<sup>nd</sup> Session)
- 12/3/24 - 12/5/24 3-Day NRCT for Institution (*JCO Initial Course, 8-hour, 3-day*)
- 12/3/24 Critical Issues: Policy Review Use of Force Training-Instructor: TBD (*2-hour session required for – All DPOs, ADC's, and DC's*) Must be enrolled by supervisor.
- 12/4/24 Critical Issues: Policy Review Use of Force Training-Instructor: TBD (*2-hour session required for – All DPOs, ADC's, and DC's*) Must be enrolled by supervisor.
- 12/5/24 Critical Issues: Policy Review Use of Force Training-Instructor: TBD (*2-hour session required for – All DPOs, ADC's, and DC's*) Must be enrolled by supervisor.
- 12/9/24 CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (*8-hour session - All employees*)
- 12/10/24 Critical Issues: Policy Review Use of Force Training-Instructor: TBD (*2-hour session required for – All DPOs, ADC's, and DC's*) Must be enrolled by supervisor.
- 12/11/24 Chemical Agent-Instructor: TBD (*8-hour session – DPO/JCO*)
- 12/12/24 - 12/13/24 Vant4ge- Juvenile – (Must be enrolled by ADC)
- 12/17/24 Open Range - (*1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers*) (***8 officers per session***) No STC credit provided.
- 12/17/24 Critical Issues: Afterhours Phone (*2-hour session; Must be enrolled by ADC*)
- 12/17/24-12/19/24 3-Day NRCT for Institution (*JCO Initial Course, 8-hour, 3-day*)

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## January 2025

- 1/7/25 - 1/10/25 Juvenile Placement Core (1<sup>st</sup> Session)
- 1/13/25 CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (8-hour session - All employees)
- 1/13/25-1/15/25 3-Day NRCT for Institution (DPO Initial Course, 8-hour, 3-day)
- 1/14/25 Self-Care for Probation Department-Instructor: Vanessa Dixon (8-hour classroom session - DPO/JCO)
- 1/15/25 Domestic Violence Batterers-Instructor: Vanessa Dixon (8-hour classroom session - DPO/JCO)
- 1/16/25 Fentanyl 101-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 1/17/25 Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(8 officers per session)** No STC credit provided.
- 1/21/25 - 1/22/25 Vant4ge- Adult – (Must be enrolled by ADC)
- 1/24/25 Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 1/27/25 CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (8-hour session - All employees)
- 1/28/25 Officer Safety Level I (3<sup>rd</sup> Quarter – Range Master session – Night Shoot) (4-hour session)
- 1/28/25 - 1/30/25 3-Day NRCT for Institution (JCO Initial Course, 8-hour, 3-day)
- 1/29/25 Officer Safety Level I (3<sup>rd</sup> Quarter – Session 1– Night Shoot) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 1/30/25 Evidence-Based Practices (EBP) and What Works in Reducing Recidivism-(Must be enrolled by ADC)
- 1/31/25 Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

## February 2025

- 2/3/25 Understanding Implicit Bias-Instructor: Vanessa Dixon (8-hour session – DPO/JCO)



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2/3/25	1-Day NRCT for Field Services ( <i>Instructors Only, 8-hour</i> )
2/4/25	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 2 – Night Shoot) ( <i>4-hour session - Armed or voluntarily armed officers as scheduled</i> )
2/4/25	Self-Care for Probation Department-Instructor: Vanessa Dixon ( <i>8-hour classroom session - DPO/JCO</i> )
2/4/24 - 2/6/24	Juvenile Placement Core (2 <sup>nd</sup> Session)
2/5/25	Officer Safety Level I (3 <sup>rd</sup> Quarter – Session 3 – Night Shoot) ( <i>4-hour session - Armed or voluntarily armed officers as scheduled</i> )
2/7/25	Field Tactics for Probation Officers (SIMS) Session 2 ( <i>4-hour <b>AM &amp; PM</b> session - Armed or voluntarily armed officers</i> )
2/11/25	Field Tactics for Probation Officers (SIMS) Session 2 ( <i>4-hour <b>AM &amp; PM</b> session - Armed or voluntarily armed officers</i> )
2/11/25 - 2/13/25	3-Day NRCT for Institution ( <i>JCO Initial Course, 8-hour, 3-day</i> )
2/12/25	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> )
2/13/25	Juvenile Title 15 Trauma-Informed Training for Staff-Instructor: Dave Lockridge ( <i>8-hour session - JCO/DPO</i> )
2/14/25	Open Range - ( <i>1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers</i> ) ( <b><u>8 officers per session</u></b> ) No STC credit provided.
2/18/25	1-Day NRCT for Field Services ( <i>DPO Series, 8-hour</i> )
2/19/25	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> )
2/20/25	De-Escalation for Law Enforcement Professionals -Instructor: Richard Garrett ( <i>8-hour session – DPO/JCO</i> )
2/21/25	Field Tactics for Probation Officers (SIMS) Session 2 ( <i>4-hour <b>AM &amp; PM</b> session - Armed or voluntarily armed officers</i> )
2/25/25-2/27/25	3-Day NRCT for Institution ( <i>JCO Initial Course, 8-hour, 3-day</i> )
2/26/25	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> )

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- 2/27/25 - 2/28/25 Vant4ge- Juvenile – (Must be enrolled by ADC)
- 2/27/25 California Mandates for Probation (Juvenile Law Update)- Instructor: David Jaime (4-hour **PM** session – DPO/JCO)
- 2/27/25 California Mandates for Probation (Adult Law Update)- Instructor: David Jaime (4-hour **AM** session – DPO)
- 2/28/25 CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (8-hour session - All employees)

## **March 2025**

- 3/4/25 Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 3/5/25 Officer Safety Level I (3<sup>rd</sup> Quarter – Session 7 – Night Shoot) (4-hour session - Armed or voluntarily armed officers as scheduled)
- 3/6/25 Human Trafficking-Instructor: Jason Dale (8-hour session -DPO/JCO)
- 3/7/25 Monadnock Expandable Baton – Initial User Course (4-hour session - Armed or voluntarily armed officers as scheduled)
- 3/10/25 - 3/12/25 3-Day NRCT for Institution (DPO Initial Course, 8-hour, 3-day)
- 3/11/25 Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 3/12/25 Fentanyl 101-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 3/13/25 Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 3/13/25 Maintaining Officer Safety When Dealing with People with Disabilities-Instructor: Dr. Thomas Broxtermann (8-hour session - DPO/JCO)
- 3/14/25 Chemical Agent Training- (Instructor: TBD 8-hour session – DPO/JCO)
- 3/18/25 Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)
- 3/19/25 Adolescent Brain Development Leading to Adverse Choices-Instructor: Laura Lynn Reed (8-hour session – DPO/JCO)
- 3/19/25 1-Day NRCT for Field Services (DPO Series, 8-hour)

# Fresno Probation Annual Training Plan – TY 24/25

- 3/20/25 Field Tactics for Probation Officers (SIMS) Session 2 (*4-hour AM & PM session - Armed or voluntarily armed officers*)
- 3/24/25 CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (*8-hour session - All employees*)
- 3/25/25 - 3/26/25 Vant4ge- Adult – (Must be enrolled by ADC)
- 3/25/25 - 3/27/25 3-Day NRCT for Institution (*JCO Initial Course, 8-hour, 3-day*)
- 3/26/25 Field Tactics for Probation Officers (SIMS) Session 2 (*4-hour AM & PM session - Armed or voluntarily armed officers*)
- 3/27/25 Our Wellness, Our Responsibility-Instructors: Dr. Melissa Magallanes and David Jaime (*8-hour session - DPO/JCO*)
- 3/28/25 Open Range - (*1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers*) ***(6 officers per session)*** No STC credit provided.
- April 2025**
- 4/2/25 Officer Safety Level I (4<sup>th</sup> Quarter – Range Master session) (*4-hour session*)
- 4/3/25 - 4/4/25 Field Tactics for Probation Officers (SIMS) (*8-hour, 2-day – Newly Armed Officers*)
- 4/4/25 Motivational Interviewing-Instructor: Laura Lynn Reed (*8-hour session – DPO/JCO*) (Will be enrolled by Training Coordinator or ADC)
- 4/8/25 De-Escalation for Law Enforcement Professionals -Instructor: Richard Garrett (*8-hour session – DPO/JCO*)
- 4/9/25 Officer Safety Level I (4<sup>th</sup> Quarter – Session 1 - Baton recertification) – (*4-hour session*)
- 4/10/25 Emotionally Disturbed Persons-Instructor: Dr. Broxterman (*8-hour session – DPO/JCO*)
- 4/11/25 Open Range - (*1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers*) ***(8 officers per session)*** No STC credit provided.
- 4/23/25 Officer Safety Level I (4<sup>th</sup> Quarter – Session 2 - Baton recertification) – (*4-hour session - Armed or voluntarily armed officers as scheduled*)
- 4/24/25 Evidence-Based Practices (EBP) and What Works in Reducing Recidivism- (Will be enrolled by Training Coordinator or ADC)
- 4/28/25 CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (*8-hour session - All employees*)

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- 4/28/25 1-Day NRCT for Field Services (*DPO Series, 8-hour*)
- 4/30/25 Officer Safety Level I (4<sup>th</sup> Quarter – Session 3 - Baton recertification) – (*4-hour session - Armed or voluntarily armed officers as scheduled*)

## **May 2025**

- 5/6/25- 5/8/25 3-Day NRCT for Institution (*JCO Initial Course, 8-hour, 3-day*)
- 5/7/25 Officer Safety Level I (4<sup>th</sup> Quarter – Session 4 - Baton recertification) – (*4-hour session - Armed or voluntarily armed officers as scheduled*)
- 5/8/25 Determinate Sentencing Law Update (DSL Update)-Instructor-Frank Jackson, M.L. Eslinger and Associates (*8-hour session - DPO*)
- 5/14/25 Officer Safety Level I (4<sup>th</sup> Quarter – Session 5 - Baton recertification) – (*4-hour session - Armed or voluntarily armed officers as scheduled*)
- 5/15/25 Chemical Agent Training- (Instructor: TBD *8-hour session – DPO/JCO*)
- 5/16/25 CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (*8-hour session - All employees*)
- 5/19/25 - 5/21/25 3-Day NRCT for Institution (*DPO Initial Course, 8-hour, 3-day*)
- 5/20/25 - 5/21/25 Vant4ge- Adult – (Must be enrolled by ADC)
- 5/22/25 Open Range - (*1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers*) **(8 officers per session)** No STC credit provided.
- 5/27/25-5/28/25 Vant4ge- Juvenile – (Must be enrolled by ADC)
- 5/29/25 Monadnock Expandable Baton – Initial User Course (*4-hour session - Armed or voluntarily armed officers as scheduled*)

## **June 2025**

- 6/3/25-6/5/25 3-Day NRCT for Institution (*JCO Initial Course, 8-hour, 3-day*)
- 6/12/25 Open Range - (*1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers*) **(8 officers per session)** No STC credit provided.
- 6/16/25 CPR, AED, Basic First Aid, & Bloodborne Pathogens -Instructor: TBD, Rescue Training Institute (*8-hour session - All employees*)

# Fresno Probation Annual Training Plan – TY 24/25

## 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, Equity, and Inclusion – 4 Classes (TBD)
- DSS 300 Training (TBD)
- Institutional Policy Review (TBD)
- Local Gang Training (TBD)
- Manager/Administrator Core Course (MACC)
- Managers Leadership Academy; MLA (TBA)
- PREA (TBD)
- STRONG-R (TBD)
- Supervisor Leadership Academy (SLA)
- Suicide Identification and Prevention – Provided by Wellpath (TBD)
- STATIC 99 Update (TBD)
- Thinking for a Change (TBD)

# Fresno Probation Annual Training Plan – TY 24/25

## 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.

**All DPO's and JCO's must attend a Diversity , Equity, and Inclusion (DEI) in the Workplace training. The training classes for this Title will be made available at a later time.**

# **Course Description**

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## **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.

## **Evidence-Based Practices and What Works In Reducing Recidivism**

Apply basic knowledge of evidence-based practices as it pertains to the Department and its role in reducing recidivism. Examine the Risk, Need, & Responsivity Principles in relation to Assessments. Differentiate Departmental evidence-based programming: Effective Practices In Community Supervision (EPICS) and Thinking for a Change (T4C). Evaluate and effectively apply sanctions/incentives through the Adult or Juvenile Matrix. Operate and navigate the Department information management system for related evidence-based practices. Examine on-going Departmental evidence-based practices and available resources.

## **Field Tactics for Probation Officers - 4 Hour Course (Session 1 and Session 2)**

Designated for armed or voluntarily armed officers who have already participated in the 16-hour course.

## **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



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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.

## **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.

## **Vant4ge Assessment and Case Plan- training for Adult and Juvenile**

Participants will learn the Vant4gePoint Assessment administration process and the Vant4gePoint software platform assessment tool. Participants will learn about case planning cycle, as well as change planning versus case planning.

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8/1/24 Cultural Competency for Today's Law Enforcement Professional: Instructor Josef Levy-Embassy Consulting Services (*8-hour session – DPO/JCO*)

## New Course

Law Enforcement Professionals are dealing with many challenges, including how to interact and navigate through the diverse communities they are working with. Recent high-profile interactions have also strained police-community relations and has made the jobs more difficult. This interactive course will explore the historical relationships between law enforcement and the communities they serve.

This training will also examine the dynamics of culture, police culture, human relations, and the impact they can have working with a diverse population. Students will also explore effective ways to increase public trust while working within the criminal justice system.

8/8/24, 1/16/25, &  
3/12/25

Fentanyl 101-Instructor: Dr. Thomas Broxtermann (*8-hour session - DPO/JCO*)

Fentanyl poses a significant threat to law enforcement personnel and other first responders who may come in contact through routine law enforcement contact. Fentanyl may be ingested orally, inhaled through the nose or mouth, or absorbed through the skin or eyes. Exposure to a very small amount may lead to significant health-related complications, respiratory depression, or death. This drug is up to 50 times stronger than heroin and 100 times stronger than morphine. This drug is a killer!

8/9/24 & 4/10/25

Emotionally Disturbed Persons: Dr. Broxtermann (*8-hour session - DPO/JCO*)

## New Course

The subject of this course is the emotionally disturbed individual and the challenge he presents to you, the law enforcement officer. For a multitude of reasons, interactions between people with serious mental illnesses and law enforcement officers are increasing. In this course, you will learn about developmental disability, psychotic and neurotic mental illnesses, and the early warning signs of potential violence from the seriously mentally ill. Included in this course are methods of assessment of people thought to have mental disorders, intervention techniques, and a discussion of involuntary psychiatric commitments. The objective is to keep you aware of the hazards presented by the potentially violent mentally ill person in order to increase your safety.

8/13/24

Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer-Instructor: Emmett Spraktes, D-Prep (*4-hour sessions – Armed DPO and JCO as scheduled*)

Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer – THE FIRST 5 MIN. – a 4-hour course designed to teach law enforcement

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and correctional officers how to save their own lives and the lives of fellow officers from a traumatic injury.

8/15/24

Dealing with Critical Incidents: Trauma and Stress-Instructor: Todd Dearnmore or Jason Neff *(8-hour session - DPO/JCO)*

## New Course

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.

8/22/24, 10/15/24,

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

## New Course

2/20/25, & 4/8/25

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. This course consists of four hours of PowerPoint and instructor led discussion and four hours of scenario-based learning. The students will have an opportunity to not only learn the principles and theories of de-escalation from experienced instructors but will also have an opportunity to apply those skills in proctored scenarios with their peers.

9/17/24 & 3/13/25

Maintaining Officer Safety When Dealing with People with Disabilities: Dr. Broxtermann *(8-hour session - DPO/JCO)*

## New Course

This course teaches participants the elements and importance of maintaining proper and effective officer safety and tactical techniques when dealing in a field setting with people with disabilities. It explores how and why officers may feel a false sense of security when they interact with the disabled client, who may or may not be a real or perceived threat to the officer's physical safety and well-being. The participant will leave the class with an understanding of how to effectively deal with people with disabilities, while not compromising their safety and security.

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9/20/24 & 3/19/25 Adolescent Brain Development Leading to Adverse Choices-Instructor: Laura Lynn Reed (*8-hour session - JCO/DPO*)

Adolescence is a critical developmental phase of life, a time during which children acquire the social skills they need to thrive as adults. Just as critically, it is also the time in which their brains develop – or fail to develop – in a way that enables them to reach their full potential in life. Drug and alcohol use, chaotic families, mental and learning disorders, and the experience(s) of trauma, all impact the adolescent’s ability to understand and comply with court appointed and parental guidelines. Understanding the development of the human brain from birth to adulthood aids the Probation Officer in making decisions about case disposition and management, as well as making possible interventions.

9/26/24 De-Escalation and Use of Force with Mentally Ill Offenders-Instructor: Joseph Cristando (*8-hour session – DPO/JCO*)

This class is designed to educate students on recognizing mental health symptomology, communicating with, and de-escalating situations with mentally ill offenders. The four mental health conditions covered in this training are Mood Disorders, Schizophrenia, Anxiety Disorders, and Cluster B Personality Disorders. Additionally, this class will cover use of force legal review, strategies on using force, best practices for policing mentally ill offenders and de-escalation techniques. 5150 holds, documentation, and crime scene vs cleanup will be discussed as well.

9/27/24 & 3/27/25 Our Wellness, Our Responsibility-Instructors: Dr. Melissa Magallanes and David Jaime (*8-hour session - DPO/JCO*)

This course will familiarize staff with officer wellness concepts and illustrate effective techniques to promote physical, mental, and emotional health. Specifically, this course will cover: stress management; nutrition and exercise as enhancers of tolerance to fatigue; interpersonal relationships; alcohol and substance use; family relation dynamic and maintenance; vicarious trauma; code of conduct adherence (on/off duty); financial decision-making and overtime work; cultural acceptance and promotion of officer wellness; and goal-setting for successful and healthy careers in law enforcement.

10/10/24 & 3/6/25 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,

# Fresno Probation Annual Training Plan – TY 24/25

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.

10/11/24

Blue Warning Lights on Probation Vehicles-SB587 Requirement-Instructor: Mike Henkle, D-Prep (*4-hour session AM/PM – DPO*)

This is a four-hour course designed to meet the mandates under Senate Bill 587 for the blue warning lights on probation vehicles. It will cover what the new legislation allows and does not allow.

This course reviews the history of how SB 587 came onto law and gives an overview of the San Bernardino Incident. It will cover what VC 25258 allows a probation officer to do, as well as what not to do under the law. It will discuss the safety issues for probation officers, deputy sheriffs, police officers and other public safety officials. It will also cover the role of the probation officer while enroute to the scene, while at the scene, and during the demobilization of the scene.

10/17/24

Happily Ever After...In Search of Life After Retirement-Instructor: Dr. Broxtermann (*8-hour session – DPO/JCO*)

## New Course

Finally! You've come to that fork in the road where it's where it's time to start thinking about "life after retirement!" What will you do? Where will you go? To a new career? To a closer relationship with friends and family? To volunteering I your community? What you need is a road map- a plan of action. And you're at the right place to get one. We've created a series of exercises (the mental kind) to help you get started on planning your life after retirement. Life after 50 Blog HOW TO TURN SUCCESS INTO SIGNIFICANCE many of your friends have achieved success in their careers or businesses. They are now able to look beyond paying college tuition and the mortgage. Having worked so hard for many years, they are asking themselves questions like-"How can I make real impact during life after 50? How can I use my time, talent and treasure to make a real difference?" More planning tools, quick trips are a fast and fun way to explore a variety of topics that may affect your life after retirement goals and dreams. Time calculators see how you might spend a typical week after you've made the transition from your career job. Work after retirement if you're a baby boomer the chances are very good that you'll be a working retiree. But it's likely you will want to work to look different in your life after retirement than it has during your previous job.

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- 10/24/24 Writing with Confidence-Instructor: Sara Bonilla (*8-hour session – DPO/JCO*)
- This course offers participants the opportunity to build skills in the mechanics of workplace writing. Participants will learn how to identify and correct grammatical/mechanical errors, focus on the comma splice and construct powerful compound sentences. This course ensures participants leave with the ability to write with directness and clarity. Also introduced are six formulas for structured memos, strategies for bulleting, outlining, numbering, and “talking points.”
- 1/14/25 & 2/4/25 Self-Care for Probation Department-Instructor: Vanessa Dixon (*8-hour session – DPO/JCO*)
- New Course**
- This eight-hour course will help participants to develop an understanding of how stress affects us physically, mentally, and emotionally; recognize symptoms of trauma related stress (personal and vicarious), learn the importance of self-care, as well as evidence-based techniques to mitigate stress and build resilience.
- 1/15/25 Domestic Violence Batterers-Instructor: Vanessa Dixon (*8-hour session – DPO/JCO*)
- New Course**
- This course will focus on spousal abuse and family violence, including historical background on spouse abuse, extent of problem, why victims stay, myths and facts about spouse abuse, common characteristics of battered women and the batterers, professional treatment for victims and perpetrators, legal issues, obstacles, and resources.
- 2/3/25 Understanding Implicit Bias-Instructor: Vanessa Dixon (*8-hour session – DPO/JCO*)
- This training is a skill building model developed to better understand our own conscience and unconscious bias. To create more awareness of our own bias and better accept others, their cultural, diversity and multiculturalism. This skill building model fosters an environment of awareness, knowledge, and personal skill development. The first part is learning about us, identify fears, learned bias, prejudices, and to assess how these issues can impact our personal and professional decision making and relationships. The second part is to understand, learn about and appreciate other cultures, cross cultural and conflicts. The third part is identifying way to effect change and promote one’s leadership skills in areas of implicit bias, cultural competences, conflict resolution and problem-solving abilities.

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- 2/13/25                      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.
- 2/27/25                      California Mandates for Probation (Juvenile/Adult Law Update)-Instructor: David Jaime  
*(4-hour session - DPO/JCO)*
- Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect juvenile probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field. Curriculum will focus on laws that affect Juvenile Supervision/Adult Supervision.
- 4/4/25                        Motivational Interviewing-Instructor: Laura Lynn Reed *(8-hour session - DPO/JCO)*
- Motivational Interviewing (MI) is simple, outcome driven, and energy efficient. It is a central piece to Evidence-based Practice at the line staff level. The probation officer (PO) seeks to create a professional alliance, a collaborative working relationship. This interview style and PO skill set allows for problem solving and creates competency and personal responsibility in the probationer. The course integrates the role of MI in the case management process and gives the PO the language and concrete strategies to guide probationers through the stages of change. Communication skills and empathic active listening are explored and practiced. A problem-solving model is provided that can be replicated on the job. This active, hands-on course supplies specific, take-away skills that can be used immediately and can produce measurable outcomes over time.
- 5/8/25                        Determinate Sentencing Law Update-Instructor: Frank Jackson- M.L. Eslinger *(8-hour session DPO)*
- This is an overview of the DSL course with focus on the determinate sentencing law and current changes to this law, as well as new legislation that affects the field of corrections and the criminal justice system. Also covered will be judicial council rulings and laws relating to sex crimes, enhancements, and priors.