

Training Standards:

- 1. The NHPS&T Council should establish a NH Law Enforcement Accreditation Commission chaired by the Director of Police Standards and Training.**
 - a. The Accreditation Commission would be responsible for proposing statewide best policies and standardization of police procedures. The Commission would also work with NHPS&T compliance monitoring unit to ensure accountability (i.e. CALEA).
 - b. The Commission members should be appointed by the Governor and should have sufficient education and knowledge of police practices as well as expertise in law enforcement accreditation.
 - c. The NHPS&T Council and Director should report annually the Commission's report card on NH law enforcement accreditation compliance.
 - d. The NHPS&T will incorporate effective elements of the President's Task Force on 21st Century Policing.

- 2. The NHPS&T Council should conduct a Job Task Analysis.**
 - a. The focus of this analysis is for entry level police officers and entry level corrections officers and based on those findings, conduct an overall review of the present Academy curriculums. Based on curriculum changes founded in the JTA, an extension of the length of the police academy beyond its current 16 weeks may be warranted. (Major funding necessary if done by an outside company, UNH Justice Works prepared to complete this in the Spring of 2021).

- 3. Training Methodology:**
 - a. To have the ability to meet the training needs of all New Hampshire Police Officers, NHPSTC needs to increase NHPSTC training staff by way of hiring instructional design staff members as well as more Law Enforcement Training Specialist. Presently, there is a gross disparity of resources at NHPSTC as compared to the NH Fire Academy resources (Major financial support would be necessary to accomplish this goal).
 - b. NHPS&T should establish a list of qualified instructors or part time instructors. The instructors shall have a sufficient educational background, experience, and expertise necessary to fulfill the demands of providing instruction to law enforcement officers. This approach will also ensure quality of instruction and limit the increase in cost to provide in-service scenario-based training.
 - c. Recommend that any training on the topic of Implicit Bias and Diversity be developed with one or more community partner(s) from the NH NAACP, NH ACLU, NH Commission for Human Rights, or equivalent community partner(s). The actual training to be performed by Police Standards and Training Council (PSTC).
 - d. Dedicated attorney to teach at the academy with regular updating of materials.

- 4. The State Advisory Group should be reassigned to NHPS&T.**
 - a. The State Advisory Group members are volunteers who represent a cross-section of the community and professions. SAG is an advisory group for juvenile justice. Much of the SAG's work involves community representation and engagement. SAG developed two effective community police training programs: the Effective Police Interaction with Youth and the Mirror Project. SAG's Disproportionate Minority Contact (DMC) coordinator trains and certifies each instructor. The programs are specifically designed to reduce negative outcomes and increase trust between police officers and young people. The local community's input from SAG has proven to be the strength of both programs. The successes of these programs reflect the importance of scenario based training and careful selection of police instructors.

5. **Phase out part-time police academy.**
 - a. All police officers, whether they choose to work part-time or full-time must go through the full-time police academy.

6. **Recommend there be a Memorandum Of Understanding (MOU) between the school district and any police agency** responsible for providing a School Resource Officer that specifically articulates the circumstances (such as a Position Statement on Police Involvement in Student Discipline) where a police response will be requested to prohibit police involvement in discipline events that do not involve a threat to school safety.
 - a. Adopt NASRO Standards and Best Practices for the School Resource Officer Programs and support the need for the standards to be used as a guide for new and existing SRO units and for the best practices to be reviewed and adopted by all law enforcement, school safety agencies and school boards, as recommended.

Recommendations on Types of Training:

7. **Standardizing the 8 hours of annual training will create an immediate impact and minimize cost.**
 - a. By clearly defining the current annual 8 hours of mandatory in-service training, there would be an immediate benefit to police officers. The standardized areas of in-service training would increase expected outcomes. There would be a limited financial impact to departments.
 - i. 2-4 hours Implicit Bias and Procedural Justice
 - ii. 2-4 hours De-escalation and reporting of Police Misconduct

8. **To increase the required minimum amount of “ongoing training” for all law enforcement officers** to at least 16 hours, or a reasonable amount of time to provide for the best training outcomes. The “training” should be a consistent theme across all trainings presented by the NHPS&T. The topics listed below should be clearly defined for accurate assessments of topic retention. The list includes but is not limited to the following:
 - a. Bias and Diversity
 - b. Cultural Dynamics
 - c. Mental Health Awareness – Police Officers and Citizens
 - d. De-escalation
 - e. Juvenile Justice/Procedural Justice Issues
 - f. Community Policing
 - g. Police Ethics
 - h. Use of Force

9. **Scenario based training should be increased by NHPS&T and Law Enforcement Agencies.**
 - a. Research has revealed adult learners are autonomous and more likely to use life experience. The use of scenario-based training would greatly improve the delivery of courses such as implicit bias, de-escalation and procedural justice. As an example, scenario-based training would allow police instructors to measure an officer’s comprehension of learned skills during other critical areas of training such as use of force.

10. **To provide the EPIC/ABLE training (Ethical Policing is Courageous) model** developed by the New Orleans Police Department for all New Hampshire Law Enforcement. This training will be used to reinforce established New Hampshire Law Enforcement standards of police conduct thereby gaining and retaining public trust and empowering officers to intervene as necessary along with other proactive policing methods.
 - a. The duty to intervene
 - b. Active Bystandership Law Enforcement (ABLE) training

11. SWAT Training:

- a. Specifically, for SWAT teams, on mental health issues & de-escalation. a. Embed mental health professional with SWAT teams.
- b. Uniform training & standards for all SWAT teams. (State Police, individual departments, and regional teams).

12. SRO Training:

- a. Recommend a nationally accepted training such as National Association of School Resource Officers (NASRO) Basic SRO Course be required for any sworn Police Officer who is assigned to a School Resource Officer assignment, said training to be completed as soon as practicable with a preference for completion before beginning the assignment.
- b. Require continuing education for SRO's in areas of Adolescent Mental Health and to pursue Advanced SRO Certification training.

Study Committee Recommendations:

13. A recommendation to create study committee(s) to examine and report back on the following topics discussed during testimony before the Commission. This request is inclusive of but not limited to the following topics:
 - a. To establish a study committee relative to the appropriate process, methods, and means to collect comprehensive non-biased data during police interactions (such as traffic stops, arrests, etc.) with citizens in New Hampshire.
 - b. To establish a study committee relative to the understanding of the racial, ethnic, and other demographic analysis of incarcerated persons in New Hampshire and the reasons for their incarceration (federal prisoner, out of state person housed in NH, mental illness, etc.).
 - c. To establish a study committee relative to the use of qualified immunity and effective outcomes in New Hampshire.
 - d. To establish a study committee relative to the use of choke holds and effective outcomes in New Hampshire.
 - e. To establish a study committee relative to the effective provision of mental health service responders instead of Law Enforcement responses to 911 emergency calls in New Hampshire.
 - f. To establish a study committee relative to the variety of disproportionality and the determining factors in New Hampshire policing. This topic is reflective of race/ethnicity, mental illness, and other factors that may exist through the discovery allowed by this study.