

Point. Click. Learn.

Newsletter of the Canadian Police Knowledge Network

The leading edge of online police training.

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In this Issue

Stanhope 2011: Managing Change, Navigating Technology..... 1

The Leading Edge..... 2

White Paper: Blended Learning – A New Approach to Teach Officers Investigative Skills..... 3

CPKN YouTube Channel 4

New and Improved: SAP v4.0 4

Recent Releases 5

Coming Soon 6

Order of the Black Socks 2011 6

Forensic Evidence Collection: Learning & Evaluation Results 8

Are You Up for a Challenge? 10

Course Selection 2012/2013 10

What is CPKN?..... 12



Stanhope 2011 brought together police and law enforcement professionals from across Canada to discuss the issues that have the greatest impact on today's training environment.

Stanhope 2011: Managing Change, Navigating Technology for Enhanced Learning

There's a lot changing in the world of police training. Economic pressures, new technologies, and a greater focus on a sector-based competency approach are all drivers behind the need, and the capacity, to improve training efficiencies.

During Stanhope 2011, representatives from 42 agencies (including police services or academies from every province and national agencies such as Department of National Defense, National Research Council Canada, Correctional Service of Canada, and Fisheries and Oceans Canada) came together to examine the issues, share experiences, and explore innovations for sustainable, effective training models.

The fifth annual Stanhope Conference was the best yet. Though we say that every year, it's no less true. The frankness of the discussions, the level of collaboration, and the diversity of participating organizations have reached new thresholds. And when it comes to making fundamental changes to the way training is done in this country, open, honest discussion and a willingness to collaborate with a broad range of stakeholders is the only way it will happen.

Of course, coping with souring economic conditions was a central theme at Stanhope 2011. The recent fiscal downturn is forcing the hand of many police services to find new and better ways to deliver training. Though the degree of impact varies among organizations, participants at Stanhope 2011 clearly appreciate that enhancing efficiencies, no matter the state of the economy, is always a priority.

Con'd on Pg. 7



THE LEADING EDGE

Message from CPKN's President

Awhile back, I came across a video¹ that talked about inspiring action. What the presenter said has been on my mind ever since. During his presentation,

Simon Sinek said that truly successful organizations (or individuals) achieve success, not by promoting what their products are, how they're developed, or the results they achieve, but rather by effectively communicating WHY they do what they do. Though it's counterintuitive to the way that most of us think, those that are able to do that – he mentioned the likes of Apple and Martin Luther King – are the ones who truly inspire us.

Though it seems easy enough, many of us might be hard pressed to define 'why'. In my case, when I took the time to try and convey why we do what we do at CPKN, I had to dig down past all the usual value propositions, evidence-based research, case studies, and ROI rationale to get to the simple truth: We believe that e-learning helps make police training better, faster, cheaper, and more effective. We also believe that a collaborative, national approach strengthens and improves police training in this country.

According to Sinek, the second part of the success equation is connecting with others who believe what you believe – those individuals are the stimulus for driving broader change. In Sinek's example, they're the people who went out and bought flat screen TVs when the cost was prohibitive and the technology was sub-standard simply because it was new and innovative. In our world, they're a handful of police services who actively seek out technologies that increase the quality of learning. In essence, they're the litmus test which the rest of us base our decisions on.

As witnessed at the most recent Stanhope Conference, the number of believers is growing. Police services across the country are demonstrating new ways to integrate e-learning into training curriculums. There's increasing appreciation for a sector-based approach, but there's still much work to ensure we are leveraging the collective assets – knowledge, talents, and capacity – of the community. While we've not yet reached that 'tipping point' where e-learning is the learning norm, the organizations that have committed to it are certainly building

the confidence of the sector for technology-supported learning.

There are many reasons why the Canadian police community is using technology to enhance training. Perhaps first among those reasons is that the police sector, like any other industry, is driven to continually enhance efficiencies around the delivery of its services. That desire to improve, whether at the organization level or as a sector, is always present. But lately, external pressure to streamline costs without negatively impacting on operations is mounting.

Just last week, an opinion piece² in the Globe and Mail bemoaned how police services are becoming "increasingly unaffordable." While this was primarily directed at salary related issues, it is just one of many recent examples of how police services are under the taxpayers' microscope. The desire to enhance efficiencies is no longer just an organizational ambition but a public demand.

An e-learning component to police training is only one piece of the efficiency puzzle but its capacity to enhance learning while cutting costs is considerable. It's 21st century common sense. It's 2011 business sense. And CPKN is here to help make it happen.

Sandy Sweet
President and CEO

¹ Sinek, Simon: *How great leaders inspire action*. www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html

² Wente, Margaret. *Police unions are taking us to the cleaners*. *Globe and Mail*, November 1, 2011. www.theglobeandmail.com/news/opinions/margaret-wente/police-unions-are-taking-us-to-the-cleaners/article2220283/



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White Paper

Blended Learning: A New Approach to Teach Officers Investigative Skills in the Twenty-First Century

Cheryl Lynne Lepatski, Edmonton Police Service

Abstract:

Since the creation of the policing profession, the objective of police officers is to maintain social order and uphold the values of society. With societal changes and the increased use of technology today officers require on-going professional development. Police services are attempting to ameliorate police training because there is a direct correlation between insufficient professional development and inadequate investigations.

Blended learning (a combination of online learning and classroom instruction) is being implemented in police organizations because it is thought to be an effective method of instruction and it mixes traditional values of education while meeting the demands of the twenty-first century. As a result, the Edmonton Police Service (EPS), In-House Training Unit (IHTU) conceptualized a unique blended learning program called the Investigative Skills Education Program (ISEP). This paper will explore the historical underpinnings, the need to change police training and how blended learning can assist with teaching officers investigative skills.



View the full essay at: http://www.cpkn.ca/sites/default/files/lepatski_white_paper_2011.pdf

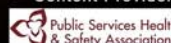
LEARNING & EVALUATION EVENT

OCCUPATIONAL HEALTH & SAFETY: FRONTLINE OFFICER

Free access until January 31, 2012!

This course designed to ensure that frontline officers understand how health and safety is integrated into emergency and non-emergency events. In addition to identifying common workplace health and safety hazards, this course will explore the impact of workplace incidents; the rights, responsibilities, and authorities associated with health and safety legislation; and the requirements for an effective incident investigation.

Content Provider:



Canada This Learning & Evaluation event is funded by the Government of Canada's Sector Council Program.



CPKN Launches YouTube Channel

CPKN has launched a YouTube video channel! The channel will feature videos on a range of issues by police leaders from across Canada.

In our first video, **Training in a Challenging Economic Environment**, Assistant Commissioner Cal Corley, Director General of the Canadian Police College, discusses the impact of the current economic landscape on police training in Canada and how e-learning will be essential to maintaining access and cost-effectiveness of training curriculums.

Tune in at www.youtube.com/CPKNvideos! ■



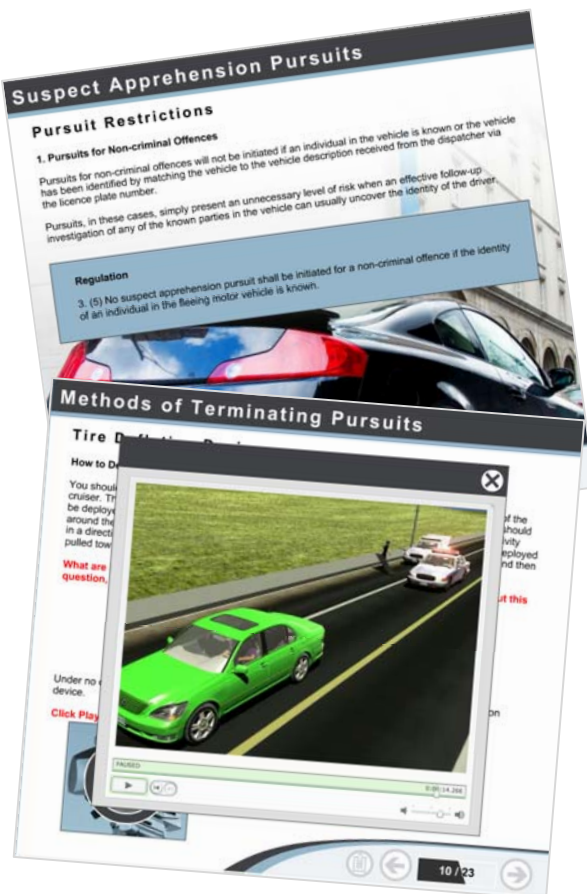
New and Improved: Suspect Apprehension Pursuits v4.0

Suspect Apprehension Pursuits has recently undergone a visual refit. While the content has not changed significantly from version 3.0, the latest version features enhanced video, graphics and interactivity. Updates include:

- OPVTA's *Suspect Apprehension Pursuits* video added as a new lesson
- Addition of lesson summaries
- Enhanced graphics
- Improved text layout for easier reading
- Re-designed practice activities

Content for this course is provided by the Ontario Police College and features a variety of learning applications including high-quality animations, games, illustrations, and tutorials, to demonstrate techniques and explain course materials. This course can be utilized as a stand-alone training tool or as part of a blended training curriculum to meet the requirements of individual Police Services.

Learn more at: www.cpkn.ca/course_sap ■



Recent Releases at CPKN

Wise Up to Counterfeiting

Bank of Canada

A 7 minute scenario-based video to provide police officers with information on how to verify the security features in the new series of polymer bank notes and what to do with suspected counterfeits.

Personal Protection Strategy for Infection Prevention and Control

Peel Regional Police

Free Learning & Evaluation Event until December 31st!

This 1 hour course is designed to familiarize police officers with the use of the PPS as a means to reduce the risk of contracting an infectious disease. It reviews the risks associated with infectious disease and examines the key principles of the PPS and how to apply those principles to prevent the spread of infectious disease.

Sovereign Citizens

Calgary Police Service

A 40 minutes course describing this emerging movement in Canada. It provides situational awareness information and education regarding the potential threat posed to law enforcement when encountering sovereign citizens.

Occupational Health & Safety: Frontline Officer

Public Services Health & Safety Assn.

Free Learning & Evaluation Event until January 31st!

A 2 hour course designed to ensure that frontline officers understand how health and safety is integrated into emergency and non-emergency events. It describes common workplace health and safety hazards; explores the impact of workplace incidents; the rights, responsibilities, and authorities associated with health and safety legislation; and the requirements for an effective incident investigation.

Forensic Identification Pre-Course

Canadian Police College

This 3 hour course provides the learner with a basic understanding of photography concepts and equipment, specifically focusing on Digital Single Lens Reflex cameras. It also reviews the legal aspects encountered when working in Forensic Identification and provides a basic overview of the Workplace Hazardous Materials Identification System.

Counterfeit Currency Analysis

RCMP

Formerly delivered by the RCMP, this 3 hour course provides learners with the basic skills and techniques required to help determine whether a bank note is genuine or counterfeit. Learners will be introduced to a number of different security features as well as the criminal law, and policies and procedures that apply when counterfeit currency is discovered.

Healthy Eating

Toronto Police Service

A 45 minute review of 5 major heart health points with practical strategies to prevent heart disease and stroke. Main topics include: stress, blood pressure, blood sugar, fatigue management and the skinny on cholesterol. This course provides practical tips and suggestions for living a heart healthy lifestyle.

Visit www.cpkn.ca to view full course descriptions on these and many other training courses.

Coming Soon!

CPKN's Development Team and other police agencies around the country are working on a wide range of new courses that will be released on CPKN over the next few months. Stay tuned to CPKN for details on these and other courses:

- **Seized Firearms Safety** (Canadian Firearms Program)*
- **Frontline Supervisor** (Ontario Police College)*
Includes modules on Leadership, Performance Management, Self-Managing Skills, Domestic Violence, and Organizational Skills
- **Introduction to Competency-based Management and Policing Competency** (Police Sector Council)*
- **Introduction to Competency-based Performance Management for Supervisors** (Police Sector Council)*
- **Human Trafficking** (RCMP)*
- **Federal Parolees** (RCMP)*
- **Digital Evidence: First Responder** (York Regional Police)*
- **Introduction to Courtroom Testimony** (to be determined)

** Development funded by the Government of Canada's Sector Council Program. Will be offered as free Learning & Evaluation events.*



On a recent visit to Vancouver Police Department, Sandy Sweet poses with Cst. Barb Bluschke holding VPD's newly framed Black Socks. VPD was inducted to the Order of the Black Socks along with 5 other organizations during the official ceremony at the Stanhope Conference.

Order of the Black Socks 2011



The Canadian police sector continues to demonstrate leadership in the adoption of e-learning. Proactive attitudes and actions toward technology-supported learning have earned deserving organizations a place within CPKN's illustrious Order of the Black Socks.

Over the years, owning a pair of Black Socks has become a symbol of status among Canadian police services, training academies, and other sector agencies. At this year's ceremony, held during the Stanhope Conference, 6 new organizations were inducted to the Order:

- Atlantic Police Academy
- École nationale de police du Québec
- Ontario Police Academy
- Ottawa Police Service
- Peel Regional Police
- Vancouver Police Department

CPKN appreciates the commitment and enthusiasm each of these organizations offer in the pursuit to advance Canadian police training. ■



Stanhope 2011, Con'd from Pg. 1

But recognizing the need and finding the time and resources to actually initiate change are often at odds. Despite the obvious challenges, many organizations are proving that a transition to online and blended learning approaches is making significant improvements to the bottom line.

When it comes down to the numbers, there were many impressive examples of how e-learning is being used to improve organizational efficiencies. Among these, Ottawa Police Service estimated savings of half a million dollars when it introduced an online approach to *Suspect Apprehension Pursuits* recertification training; the BC Ministry of Public Safety and Solicitor General would never have been able to meet province-wide mandatory training requirements without an online approach.

In terms of technology, there's a keen awareness that police services and other training institutions must become increasingly savvy to engage learners and maximize the advantages of available technology. It's clear that social media, simulation, mobile learning, and enhanced interactivity will all be important aspects of future learning trends in the sector. During the conference, participants got hands-on experience with new technologies such as NRC's

Mobile Interactive Trainer (MINT) and a first-hand look at the power and versatility of existing tools such as virtual classrooms, desktop simulators, and i-Pad. Each of these

technologies will play a role in creating innovative, sustainable learning environments.

Despite the obvious challenges, many organizations are proving that a transition to online and blended learning approaches is making significant improvements to the bottom line.

Apart from the actual means of delivery, perhaps one of the most significant developments to impact the future training landscape will come through a national competency-based approach. Over the last three years, the Police Sector Council has carried out extensive consultation with the police community to identify the core competencies associated with all ranks within the sector. Based on this research, it has developed tools like the i-SkillSuite (Police Edition) to help services and officers alike manage human resources and professional development. While a competency-based approach in the police sector is still in its infancy, it will have an immediate and direct impact on the selection of priority topics for e-learning development at CPKN. Ensuring new courses, particularly around basic constable, leadership, and investigative training, are based on nationally-recognized competencies will generate benefits across the sector and put PSC's research into an applied working environment.

Con'd on Pg 8.



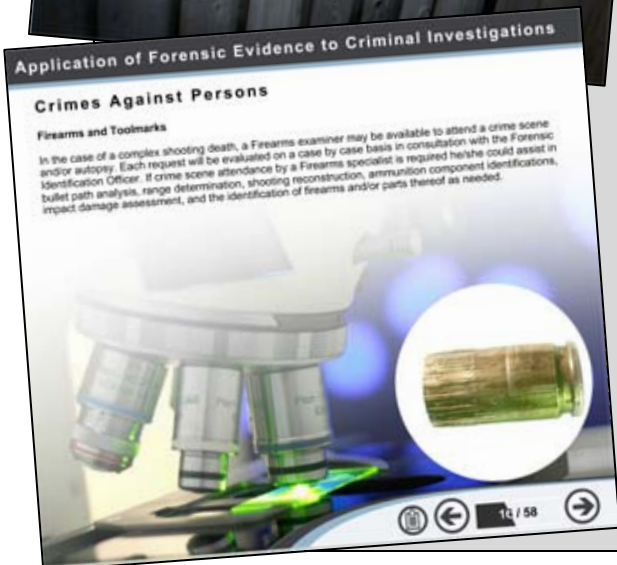
Learning & Evaluation Event Outcomes: Forensic Evidence Collection

Between June 10, 2011 and September 30, 2011, CPKN, in association with the Police Sector Council, delivered the English version of *Forensic Evidence Collection* within the Canadian police and law enforcement communities as a free learning and evaluation event.

During the Learning & Evaluation period, a total of 847 learners from municipal, provincial, RCMP and other law enforcement agencies, such as Military Police, successfully completed the course. Of these individuals, 283 learners completed a post-course evaluation survey. Survey highlights include:

- 92% of respondents agreed or strongly agreed that they learned new skills in this course that they could apply to their jobs;
- 92% agreed/strongly agreed that they believed that they will be more effective in their job as a result of taking this course;
- 96% of survey respondents indicated they would recommend this course to others;
- 98% stated that online learning worked well for them.

Request a copy of the full evaluation report by contacting info@cpkn.ca



Stanhope 2011, Con'd from Pg. 7

Over the last five years, there's been a distinct shift in the focus of Stanhope discussions. It's no longer about whether e-learning works – the evidence that it does is overwhelming; it's increasingly about how the sector can work together to leverage its potential. It's about effectively managing change and finding practical ways to share knowledge, resources, and research.

At the end of the day, CPKN has a very central role in all of this. Though producing effective, relevant e-learning will continue to be top priority, CPKN is recognized as the natural hub for a broader spectrum of training related activities such as coordinating an approach for new technologies and amassing and cataloguing associated learning research. However long-term success ultimately lies with police services, training academies, and other law enforcement agencies to make an active commitment to work together to advance and implement new approaches to training. And if Stanhope 2011 is any indication, we're well on our way. ■

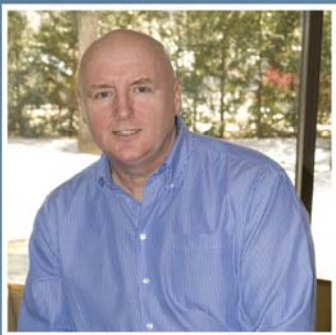


CANADIAN POLICE COLLEGE 35TH ANNIVERSARY WEBINAR

Featured Speakers:



*RCMP
Deputy Commissioner
Line Carbonneau
Welcome Address*



*RCMP
Assistant Commissioner
Cal Corley
Leading in Complex Times*



*Dr. Mike Arntfield
Policing 2.0: Cold Cases
and New Media*

The Canadian Police College (CPC) is celebrating 35 years of excellence in the field of advanced and specialized police training for national and international police services. To celebrate this occasion, the CPC is hosting a live webinar.

21ST CENTURY POLICING: LOOKING AT LEADERSHIP AND POLICING THROUGH DIFFERENT LENSES

25 NOVEMBER 2011
13:00 HRS -15:00 HRS EST

The CPC webinar event is free and open to all law enforcement professionals. Participants are welcome to register to attend in person at the CPC Ottawa or on-line.

TO REGISTER FOR THIS FREE
EVENT, PLEASE VISIT THE
CPC WEBSITE:

www.cpc-ccp.gc.ca/35th

LEARNING & EVALUATION EVENT

PERSONAL PROTECTION STRATEGY FOR INFECTION PREVENTION AND CONTROL

Free access until December 31st!

This 1 hour course is designed to familiarize police officers with the use of the PPS as a means to reduce the risk of contracting an infectious disease. In addition to reviewing the risks associated with infectious disease, this course examines the key principles of the PPS and how to apply those principles to prevent the spread of infectious disease.

Content Provider:



Canada This Learning & Evaluation event is funded by the Government of Canada's Sector Council Program.

Are you up for a Challenge?

At Stanhope 2011, Jane Naydiuk of the BC Ministry of Public Safety and Solicitor General issued a challenge to the sector:

For the Canadian Police Community to work together to identify a course (existing or new) that 'every cop in Canada' will take in the next year.

CPKN invites you to submit your suggestions for a course that fits this description! Send your ideas to info@cpkn.ca with a Subject Header of "The Challenge."



Suggested Topics for Development 2012/2013:

To date, the following topics have been submitted as potential topics for e-learning development:

- Introduction to Airport Security (RCMP)
- Introduction to Human Sources for Supervisors (RCMP)
- Dispatchers Course (Truro Police Service)
- Uniform Crime Reporting (Canadian Centre for Justice Statistics at Statistics Canada)

These topics are currently under review. CPKN works closely with the National Advisory Group to ensure that all courses selected for development in 2012/2013 are timely and relevant to the police community.

CPKN's Course Selection Process applies a national approach and all Canadian police services are invited to participate. If you have suggestions for nationally relevant online training, please contact CPKN

(info@cpkn.ca) or visit

www.cpkn.ca/course_selection ■

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Vol. 5 No. 4 | Fall 2011 | Pg. 11

**CANADIAN
POLICE
KNOWLEDGE
NETWORK**



**RÉSEAU
CANADIEN DU
SAVOIR
POLICIER**

Established in 2004, CPKN is Canada's leading not-for-profit provider of online training solutions for police and law enforcement. Working with subject matter experts from police services, training academies, and other sector organizations across Canada, CPKN develops, delivers, and supports highly effective and cost-efficient e-learning solutions to meet the needs of frontline personnel.

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