

## Instructor Bios

**Senior Trooper Andrew Leonard's (Louisiana State Police)** - has a Master's of Education and over 14 years of service with the State Police. While currently assigned to patrol, Trooper Leonard's has served as a Field Training Officer (FTO), has served on the Mobile Field Force and previously been assigned to the Gaming Investigation Unit, investigating financial, narcotics, and other crimes associated with the nexus of gaming. Trooper Leonard's is certified as an Accident Reconstructionist and is an instructor in several specialties.

**Corporal Hubert Guillory (Calcasieu Parish Sheriff's Office)** - has a Master's in Criminal Justice Administration and is a Ph.D. in Criminal Justice Administration. His career spans 11 years at the Sheriff's Office where he has worked corrections and patrol. He is currently serving as a D.A.R.E. Officer and is a DARE Trainer. He has extensive expertise in instructor development.

**Deputy Chief of Police Michael Powell (McNeese State University Police)** - has a Master's in Public Administration and a Masters in Criminal Justice. He has served as an adjunct college instructor. With over 37 years of policing experience Michael has served in all positions from Officer to Chief of Police in Washington. He worked on an inter-agency major crimes task force as well as served as a Sniper on a multi-agency SWAT Team. Michael has served as a FTO, supervised FTO programs and has had management responsibility for FTO programs.

**Director William Sommers (Calcasieu Office of Juvenile Justice Services)** - has a Bachelor's in Criminal Justice and his career in the criminal justice system spans 30 years beginning as an Officer with the Lake Charles Police Department. He is currently the Director of the Office of Juvenile Justice Services for Calcasieu Parish where he has worked since 1987. He is a nationally known speaker and trainer in juvenile justice, instructor development and employee development. He has extensive management experience in employee supervision, field training and accountability.

**Chief Robert Spinks (McNeese State University Police Department)** - he has a Master's in Organizational Management and a Master's in Criminal Justice with post-graduate studies in Clinical Psychology. He has served as an adjunct instructor for over 20 years at the college level. With over 37 years of policing experience, Robert has served in all positions from Police Officer to Chief of Police in Oregon and Washington. Robert has extensive instructor experience in multiple topics. He has been a consultant to over 45 law enforcement agencies on the west coast. He has served as an FTO, supervised FTO programs and has managed FTO programs.

**Dr. W. Steve Thompson (McNeese State University)** - has a Master's in Criminal Justice and a PhD in Public Safety. Dr. Thompson is a US Army veteran with six years of service in logistics and military policing. He is a retired Louisiana State Trooper who served in patrol, SWAT, training, and investigations. At McNeese, he teaches both undergraduate and graduate courses, in the Criminal Justice Program. He is also an instructor at the Calcasieu Regional Law Enforcement Academy specializing in criminal law.

**Chief Howard Vincent (Iowa Police Department)** - He has a Master's in Criminal Justice. He is a veteran of the US Army. Chief Vincent has more than 20 years experience in law enforcement and has currently served as the Chief of Police in Iowa (LA) for over 12 years. He has served as an FTO, FTO Supervisor and has managed FTO programming.

# Field Training Officer Academy

**May 21-25, 2018  
8am-4pm**

**McNeese State University  
SEED Center - Room 142  
4310 Ryan Street  
Lake Charles, Louisiana**

**40-Hour Academy  
Tuition \$425 per person**

### **INSTRUCTORS:**

*Chief Robert Spinks,*  
McNeese State University Police

*Chief Howard Vincent,*  
Iowa Police Department

*Director William Sommers,*  
Director of Calcasieu Parish Juvenile Services

*Deputy Chief Michael Powell,*  
McNeese State University Police

*Dr. W. Steve Thompson,*  
McNeese Criminal Justice Dept

*Corporal Hubert Guillory,*  
Calcasieu Parish Sheriff Dept

*Senior Trooper Andrew Leonard's,*  
Louisiana State Police

**To register, please go to:**

<https://aceweb.mcneese.edu/wconnect/IIEC/CourseStatus.awp1?&course=17FEOFACDMI>

**Course brought to you by:  
McNeese Police Department &  
EDA University Center, McNeese State University**

The Field Training Officer is the lynchpin for any agency to develop and to retain competent and professional officers. Field Training Officers are many times overlooked in criminal justice agencies. Yet, the FTO is the backbone for the professional delivery of service to the community.

This cutting edge 40-hour course is the first in the nation to be presented specifically for 21st century field training officers. We will use an innovative approach to deliver a dynamic, accelerated, hard-hitting and fast-paced classroom experience that will prepare you to successfully train and mentor new recruit or lateral officers.

Using the San Jose Model as its core, this course features the “best practice” legally defensible evaluation process that is being used in public safety agencies across the country. We will explain the benefits of using the Field Training and Evaluation Program (FTEP) and your specific roles as a field training officer will be presented and discussed.

Trainee documentation and legally defensible standardized evaluation procedures will be instructed through discussion and practical exercises. You will learn about the FTO program’s structure and how to modify it specifically for your agency. Remedial training action plans will be developed to address your trainee’s performance weaknesses and specific FTO program duties will be reviewed.

The course targets trainers engaged in training those who have recently completed the Basic Police Academy or Refresher Training. This program can be adapted for Corrections staff, Telecommunicators and others. Class size is limited. We will also provide you with the information you need to make valuable improvements to your agency’s existing program.

**Audience :** This course is designed for all categories of law enforcement officers at local to federal levels. Often overlooked niche policing agencies such as university police, harbor police, railroad police, marshals, court security, state officers, wildlife officers and law enforcement rangers; officers who conduct on-the-job field training of newly hired recruit officers; shift sergeants and corporals responsible for the daily supervision of FTOs and their trainees; watch commanders unfamiliar with FTO program processes; patrol managers; and agency training officers.

**Course Objectives:** The Field Training Officer Program is a nationally recognized system of training that has been adopted by thousands of criminal justice agencies across the country since it was introduced in 1972, (San Jose Model). We will also review the Department of Justice Police Training Officer (PTO) Program. This class will equip the participant with the skills and resources to function effectively as a FTO.

**Training Standard :** This class meets the requirements set forth in the President’s Commission on Law Enforcement and Administration of Justice, exceeds the requirements of the Commission on Accreditation for Law Enforcement Agencies (CALEA), the International Association of Campus Law Enforcement Administrators (IACLEA), and the National Association of Field Training Officers (NAFTO).

Students receive a training manual, the text, ‘Field Training Concept in Criminal Justice Agencies.’ by Glenn Kaminsky (the Father of the San Jose Model), and policies on program implementation. Graduates will receive a Field Training Officer pin, certificate of completion, and a one-year membership in the National Association of Field Training Officers (NAFTO).

Persons needing accommodations as provided by the Americans with Disabilities Act should contact the ADA Coordinator at 337-475-5428, voice; 337-475-5960, fax; 337-562-4227, TDD/TTY, hearing impaired; or by email at cdo@mcneese.edu.

McNeese is a member of the University of Louisiana System  
EEO/AA/ADA

rev. 10/12/17

**MCNEESE STATE UNIVERSITY – POLICE FIELD TRAINING OFFICER ACADEMY**

Time	MONDAY <i>Introduction</i>	TUESDAY <i>Instructor Development Trng Day</i>	WEDNESDAY <i>Role</i>	THURSDAY <i>Application &amp; Evaluation</i>	FRIDAY <i>Documentation &amp; Leadership</i>
0800	Section 1 COURSE OVERVIEW AND INTRODUCTIONS & PRE-TEST	Section 5 ADULT LEARNING PRINCIPLES	Section 10 ROLE OF THE FIELD TRAINING OFFICER	Section 15 EVALUATION AND DOCUMENTATION (Chapter 3) DOR’S, Standardized Evaluation Guidelines	Section 18 OTHER PROGRAM COMPONENTS (Chapter 4) Periodic Evaluations, Weekly Evaluations, End of Cycle Evaluation
0900	Section 2 HISTORY OF FTEP PROGRAMS (Chapter 1)	Section 5 – Con’t	Section 11 COACH-PUPIL INSTRUCTION	Section 15 – Con’t	Section 18 – Con’t
1000	Section 3 CIVIL LIABILITY AND RISK MANAGEMENT (Chapter 2)	Section 6 ADULT LEARNING STYLES (Chapter 7)	Section 12 EVALUATING STUDENT OFFICER PERFORMANCE	Section 15 – Con’t	Section 19 USE OF THE FIELD TRAINING GUIDE
1100	Section 3 – Con’t	Section 7 LESSON PLANNING	Section 12 – Con’t	Section 16 DOR PRACTICE (VIDEO EXERCISE)	Section 20 SUPERVISION & MANAGEMENT Pt 1 (Chapter 6)
1200	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
1300	Section 4 THE FIELD TRAINING OFFICER (Chapter 5)	Section 8 INSTRUCTOR DEVELOPMENT	Section 13 OVERRIDE STUDENT OFFICER DECISIONS	Section 16 – Con’t	Section 21 SUPERVISION & MANAGEMENT Pt 2 (Chapter 6)
1400	Section 4 – Con’t	Section 8 – Con’t	Section 13 – Con’t	Section 16 – Con’t	Section 21 – Con’t
1500	Section 4 – Con’t	Section 9 COMMUNICATING FOR SUCCESS (Chapter 8)	Section 14 TBD	Section 17 COACH-PUPIL TEACHING PRACTICE	Section 21 – Con’t
1600	Section 4 – Con’t	Section 9 – Con’t	Section 14 – Con’t	Section 17 – Con’t	Section 22 - TESTING & CRITIQUE
1700	HOMEWORK	HOMEWORK	HOMEWORK	HOMEWORK	GRADUATION

The course textbook is: *Field Training Concept in Criminal Justice Agencies* by Glenn Kaminsky ISBN: 0130177873 (Test is provided as part of the class along with a binder of handout materials).