

<p align="center">BALTIMORE POLICE DEPARTMENT – EDUCATION AND TRAINING SECTION</p> <p align="center">LESSON PLAN</p>	
<p>COURSE TITLE: General Supervisor Training</p> <p>LESSON TITLE: Module 11 – Review & Debrief</p>	
<p>New or Revised Course: [X] New [] Revised</p> <p>Prepared By: Jodie McFadden Date: 9/28/21</p> <p>Academic Director Approval: Date:</p>	
<p>PARAMETERS</p>	<p>Lesson Hours: 1 hour [] Entry-level</p> <p>Class size: 20 [X] Continuing Education</p> <p>Space needs: E&T Classroom [] Other</p>
<p>STUDENT/COURSE PREREQUISITES/QUALIFICATIONS (if any)</p> <p>Participants must hold the rank of Sergeant or above. Participants must have completed all modules of the General Supervisors’ Training prior to this last module.</p>	
<p>LESSON HISTORY (previous versions, titles if applicable)</p> <p>N/A</p>	
<p>PERFORMANCE OBJECTIVES</p> <ol style="list-style-type: none"> 1. Given a group activity and through facilitated discussion, students will identify and describe “Ah-Ha” moments / Take-A-Ways they gained from the course to the satisfaction of the facilitator. 2. Given a cumulative assessment, students will demonstrate their understanding of content taught throughout the course meeting required passing standards. 	<p>ASSESSMENT TECHNIQUE</p> <ol style="list-style-type: none"> 1. Group Activity & Facilitated Discussion 2. Cumulative Assessment

<p style="text-align: center;">COURSE DESCRIPTION</p> <p>In this final module, participants will complete a cumulative assessment and a survey of the General Supervisors' Training modules.</p>
<p style="text-align: center;">MPCTC OBJECTIVES (if applicable)</p> <p><i>(Include all terminal objectives. Include supporting objectives if they help elaborate what needs to be covered in the lesson. Ensure that all terminal objectives mentioned here are also added to the "Facilitator Notes" column where they are addressed in the lesson.)</i></p> <p>N/A</p>
<p style="text-align: center;">INSTRUCTOR MATERIALS</p> <ul style="list-style-type: none"> • <i>Module 11: Review & Debrief</i> lesson plan • <i>Module 11: Review & Debrief</i> PowerPoint • GST Cumulative Assessment • GST Survey
<p style="text-align: center;">TECHNOLOGY/EQUIPMENT/SUPPLIES/RESOURCES NEEDED</p> <ul style="list-style-type: none"> • Computer • Smartboard/TV • Departmental Phones– <i>PowerDMS or Acadis LMS delivery</i>
<p style="text-align: center;">STUDENT HANDOUTS</p> <ul style="list-style-type: none"> • GST Cumulative Assessment • GST Survey
<p style="text-align: center;">METHODS/TECHNIQUES</p> <p>Facilitated discussions, cumulative assessment, survey</p>
<p style="text-align: center;">REFERENCES</p> <ul style="list-style-type: none"> • Policy 210 • Policy 211 • Policy 405 • Policy 406 • Policy 1708 • Patrol Supervisor Manual • Performance Evaluation Manuals • SSA Case Study Worksheets 1, 2 and 3 • Response Guide for Critical Incidents 2013

- Policy 2007 National Incident Management System
- Policy 710 Level 3 Use of Force Investigation. Special Investigation Response Team
- Policy 725 UOF Review and Assessment
- Policy 1115 UOF
- Performance Evaluation Manual
- Policy 1708 Sworn Performance Evaluations

GENERAL COMMENTS

This final module includes a review of course content, a cumulative assessment for students to demonstrate understanding, and a survey of the General Supervisors' Training. Instructors should be in a supervisory role and have extensive knowledge of policies outlined in the course, critical incidents, and the *Performance Evaluation Manual* in order to facilitate discussions and answer questions.

Lesson Plan Checklist (Part 1)

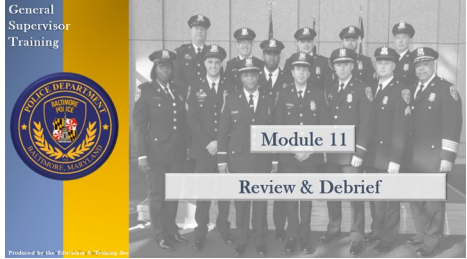
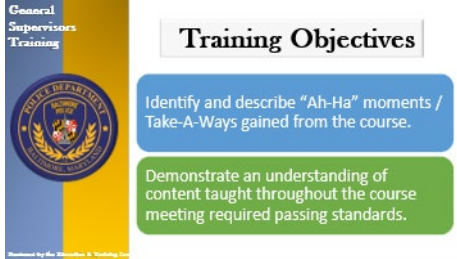
Format	Yes	No	N/A
1. All sections and boxes are completed.	X		
2. Performance objectives are properly worded and included in content.	X		
3. Assessment techniques are aligned with performance objectives.	X		
4. Copies of handouts and other instructional aids (if any) are included.	X		
5. References are appropriate and up-to-date.	X		
6. Instructions to facilitators are in the right-hand column.	X		
7. Content is in the left-hand column.	X		
8. Timing of instructional content and activities is specified.	X		
9. Instructional content and PowerPoint slides are consistent & properly aligned.	X		
10. Student engagement/adult learning techniques are included.	X		
a. Instructional content is not primarily lecture-based.	X		
b. Questions are posed regularly to engage students and ensure material is understood.	X		
c. Case studies, role-playing scenarios, and small group discussions are included where appropriate.	X		
11. Videos are incorporated.		X	
a. Video introductions set forth the basis for showing the video and key points are highlighted in advance for students.			X
b. Videos underscore relevant training concepts.			X
c. Videos do not contain crude or offensive language or actions that are gratuitous or unnecessary.			X
d. Videos portray individuals of diverse demographics in a positive light.			X
12. Meaningful review/closure is included.	X		
a. Important points are summarized at the end of lesson plan.	X		
b. Assessments are provided to test knowledge of concepts.	X		

Lesson Plan Checklist (Part 2)

Integration	Yes	No	N/A
13. Does the lesson incorporate BPD technology?	X		
14. Does the lesson plan integrate BPD policies?	X		
15. Does the lesson reinforce BPD mission, vision, and values?	X		
16. Does the lesson reinforce the Critical Decision-Making Model?	X		
17. Does the lesson reinforce peer intervention (EPIC)?	X		
18. Does the lesson incorporate community policing principles?	X		
19. Does the lesson incorporate problem solving practices?	X		
20. Does the lesson incorporate procedural justice principles?	X		
21. Does the lesson incorporate fair & impartial policing principles?	X		
22. Does the lesson reinforce de-escalation?	X		
23. Does the lesson reinforce using most effective, least intrusive options?	X		
24. Does the lesson have external partners involved in the development of training?		X	
25. Does the lesson have external partners in the delivery of training?		X	
Subject Matter Expert: Captain Jodie McFadden	Date: 9/28/21 10/27/21 11/05/21		
Curriculum Specialist: Dawn Peake	Date: 11/15/21 6/16/22		
Reviewing Supervisor: Captain Jodie McFadden	Date:		
Reviewing Commander: Major Derek Loeffler	Date:		

COURSE TITLE: General Supervisor Training

LESSON TITLE: Module 11 – Review & Debrief

PRESENTATION GUIDE	FACILITATOR NOTES
<p>Slide 1 I. ANTICIPATORY SET</p> <p>SAY: You have now completed 11 of the 12 General Supervisor Training modules. In this final module, we will review content learned, complete a cumulative assessment, and take a survey of your experience.</p>	<p>Time: 2 minutes</p> <p>Slide 1</p>  <p><i>The instructor should share minimum passing standards.</i></p>
<p>Slide 2 PERFORMANCE OBJECTIVES In this final module you will...</p> <ul style="list-style-type: none"> • identify and describe “Ah-Ha” moments / Take-A-Ways gained from the course to the satisfaction of the facilitator. • Demonstrate an understanding of content taught throughout the course by meeting required passing standards. 	<p>Slide 2</p> 

II. INSTRUCTIONAL INPUT (CONTENT)

Slide 3 Take-A-Ways

SAY: We're going to review some of the content learned by engaging in a discussion of "Take-A-Ways". In a group of 3 or 4, generate a list of "Take-A-Ways" you gained from this course. This should just be a brief list; you will have the opportunity to explain when your group presents.

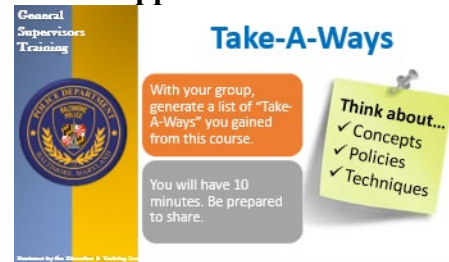
Think about:

- Concepts
- Policies
- Techniques

You will have 10 minutes. Be prepared to share. When sharing, your group will have 1-2 minutes to present your "Take-A-Ways" to the class.

Slide 3

Time: Approx. 25 minutes



The instructor should split class up into groups of 3 or 4.

Distribute chart paper and markers to each group.

Groups will have 10 minutes to discuss and record and then 1-2 minutes to share.

"Take-A-Ways" should be related to content taught within the course.

If students finish before the 10 minutes is up, the instructor should move on to having the groups share.

When students share "Take-A-Ways", the instructor should ensure any misconceptions are addressed. The instructor should also gauge when to enhance content being shared by adding onto what students share.

Slide 3 Assessment & Survey

SAY: You will now complete the General Supervisor Training assessment. This assessment will cover the content you learned throughout all of the modules. Both the assessment and the survey are available on PowerDMS.

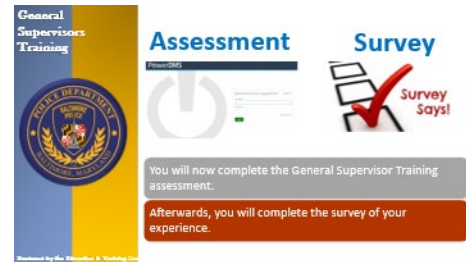
Please log into your PowerDMS account. You should see the assessment assigned to you.

When you're finished, I will verify and then you may leave. Thank you for attending the General Supervisors' Training.

Once logged in, you may begin.

Time: 35 minutes

Slide 4



The instructor should have students log into their PowerDMS accounts and assist with any troubleshooting.

Students should be given the rest of the time period to complete both the assessment and the survey.

Administer Survey

Administer Test

Once finished and verified by instructor, students may leave.

Slide 5

SAY: Thank you for your participation in the General Supervisors' Training.

Slide 5



GST Final Test

<p style="text-align: center;">Performance Evaluations</p>	<p>1. Which of the following is a common Performance Review error to avoid?</p> <p>A. Fairness B. Objectivity C. Favoritism D. All of the Above</p> <p>2. The Sunflower Effect is rating everyone low, regardless of performance.</p> <p>A. True B. False</p> <p>3. Per Policy 1708—Sworn Performance Evaluations, the BPD will ensure the fair, impartial, and accurate evaluation of employee performance and that every sworn member will receive an annual performance evaluation.</p> <p>A. True B. False</p>
<p style="text-align: center;">NDCA</p>	<p>4. Can members of the BPD refuse non-disciplinary corrective action (NDCA)?</p> <p>A. Yes B. No</p> <p>5. The non-disciplinary corrective action (NDCA) log must be completed in _____ days.</p> <p>A. 7 Days B. 14 Days C. 21 Days D. 60 Days</p> <p>6. NDCA may be applied to minor infractions when which of the following conditions are met...</p> <p>A. The supervisor believes that an NDCA approach will properly address the adverse behavior or action. B. The supervisor can articulate and document that the Minor Infraction has minimal negative impact on any individuals or on the BPD's operations or mission. C. The Minor Infraction is not the subject of a public complaint, does not involve a member of the public, nor does it fall within any of the other excluded categories. D. All of the above</p>

SSA	<p>7. The first thing you do in a field interview is...</p> <ul style="list-style-type: none"> A. Ask someone if they are a witness to a crime. B. Talk to the witness about the crime. C. Activate BWC. D. Ask for identification. <p>8. SSA reports should be completed during the shift, by the end of the tour of duty, but no later than 72 hours after the encounter occurred.</p> <ul style="list-style-type: none"> A. True B. False <p>9. RAS and PC can NEVER be established solely from a person's physical characteristics.</p> <ul style="list-style-type: none"> A. True B. False
UoF	<p>10. As a supervisor, whenever you're responding to a call, you need to remember to activate the BWC at the onset of the call.</p> <ul style="list-style-type: none"> A. True B. False <p>11. Can the Form 99 be saved and worked on later?</p> <ul style="list-style-type: none"> A. Yes, of course! It can be saved and worked on later. B. No, it is a single use document and cannot be edited once it is saved. <p>12. As the supervisor, when conducting a UOF investigation, you must determine if the force was in policy or not, and articulate the reasoning for your decision based upon...</p> <ul style="list-style-type: none"> A. Consistency with Policy 1115 and whether the Use of Force was Reasonable, Necessary, and Proportional. B. Whether the member used de-escalation and continuously assessed the situation prior to, during, and after the Use of Force. C. The submission of required documentation and related evidence. D. All the above

**Complaint
Intake**

13. Under the soon-to-be-published *Policy 306 – Complaint Intake Process...*

- A. All BPD members MUST have Complaint Cards and/or Complaint Forms available at all times and provide them upon request by any member of the public.
- B. Supervisors MUST carry Complaint Cards and/or Complaint Forms.
- C. Individuals can make verbal or anonymous complaints; however, BPD members must document the complaint in writing.
- D. All of the above

14. The supervisor can decide whether or not to provide the Complainant an opportunity to speak about the incident, including whether individuals require medical attention and/or crisis services.

- A. True. The decision is up to the supervisor.
- B. False. The supervisor shall provide the opportunity.

15. If the incident involves a Level 3 Use of Force, the on-scene supervisor will immediately contact Communications for notification to the Special Investigation Response Team (SIRT).

- A. True
- B. False