

August 29, 2022

Memorandum to the Public and BPD Members

RE: In-Service Training

The Baltimore Police Department, the U.S. Department of Justice, and the Consent Decree Monitoring Team are releasing a two-day draft in-service training curriculum, including modules on Community Policing and Misconduct/Discipline, for public comment. We look forward to feedback from the community and from BPD members. Training delivery will commence in October.

You can find the training modules here -

Day 1	Day 2
Module 1: Problem Solving – Lesson Plan PowerPoint	Module 4: How We Got Here Part 2 – Lesson Plan PowerPoint
Module 2: Group Violence Reduction & Victim Services – Lesson Plan PowerPoint	Module 5: Brady/Giglio – Lesson Plan PowerPoint
Module 3: De-escalation (ICAT Refresher) – Lesson Plan PowerPoint	Module 6: Misconduct & Discipline – Lesson Plan PowerPoint
	Module 7: ABLE/EPIC Refresher – Lesson Plan

Videos are incorporated in several of the modules, as follows:

Module 2 -- https://www.youtube.com/watch?v=2EVw_anbPc

Module 3 – Note: This module uses four brief body-worn-camera video clips from another police department to illustrate de-escalation. These videos are not available for public comment as they include real people in crisis. The videos were obtained from a national organization, the Police Executive Research Forum, that created and oversees the ICAT training program (Integrated Communications, Assessment and Tactics). All BPD officers are trained in ICAT. This module serves as a refresher.

Module 4 – [Excerpts-Wayne Jenkins tells his side of the story - Bad Cops, Episode 7, BBC World Service podcast](#)

[Excerpts-Disgraced Former City Officer Turns On His Partner](#)

[Excerpts-Commission Aims to Restore Trust In BPD](#)

[Excerpts-Former Baltimore Police Commissioner Darryl De Sousa Pleads Guilty](#)

[Excerpts-Former Baltimore Deputy Police Commissioner Testifies About Gun Trace Task Force](#)

[Excerpts-Commission to Restore Trust in Policing Virtual Meeting, Streamed live on Sep 14, 2020](#)

[Excerpts-Commission to Restore Trust in Policing, Streamed live on Oct 13, 2020](#)

[Excerpts- Baltimore Man Hopeful for Overturned Conviction Surrounding Gun Trace Task Force Scandal](#)

Note: Several video excerpts of an interview with former BPD Officer Victor Rivera are also included in Module 4 but are not available for public comment. They were recorded solely for BPD training purposes by Mr. Michael Bromwich as part of his GTTF investigation.

Module 5 -- [Excerpts- Exclusive: Murder Trial Dismissed Due To Brady Violation](#)

[Excerpts- 'Brady' Lists Help Prosecutors Track Police Misconduct](#)