



Baltimore Police Department 2025 In-Service Training

Attached is an overview of the 2025 In-Service Training plan. Based on survey and advisory committee input, the 2025 In-Service Training was developed to be a 4-day, modular course. While most members will take all four days of training sequentially, the training is designed to be flexible and accommodate the rotating weekends that come with staffing a 24/7 police agency. All members must complete all 4 days of training in 2025. However, supervisors may schedule them throughout the year as needed.

The 2025 In-Service Training program was developed as the result of a Training Needs Assessment that included:

- Review of [State Training Mandates](#), including training on: Use of Force & De-Escalation; Cultural and Gender Diversity; Implicit Bias; Contact with and treatment of victims of crimes and delinquent acts; Notices, services, support & rights available to victims/ Victim's representative under MD law; Notifications of victims of identity fraud & related crimes of their rights under Federal law; and Anti-Discrimination.
- Review of [Consent Decree Training Mandates](#), including training on: Behavioral Health; Stop, Search, and Arrest; Use of Force; and Community Policing.
- Review of Federal and Partner Training Mandates
- Review of [Independent Monitoring Team Assessments](#)
- Changes in [Maryland Law](#) and [BPD Policy](#)
- Training Advisory Committee consultation (internal BPD working group)
- Community Training Review Committee (community members and representatives from across the city)
- Performance Review Board Recommendations
- Review of Audits and Inspections data
- Review of Public Integrity Bureau sustained misconduct data
- Review of annual training survey distributed to all sworn members
- Review of 2024 post-training surveys from members
- National issues and trends
- And consultation with internal BPD units such as: Use of Force Assessment Unit, Records Management, Data Driven Strategies Division, Community Policing, and Victim Services.

Below is an overview of the 2025 In-Service Training and list of modules with links to content.

Day and Title	Module Overview (Click to go to the relevant content)
Day 1: Law and Policy Click here to jump to Day 1	<ul style="list-style-type: none"> • Consent Decree Implementation • Procedural Justice • SSA Review • Domestic Violence Refresher • Lesser Offenses
Day 2: Incident Response Click here to jump to Day 2	<ul style="list-style-type: none"> • Principles of Rescue Task Force • Tactical Medical Treatment • Narcan/Overdose Response • Dealing with possible explosive device • Initial barricade response • Bunker Refresher • Room entry
Day 3: Behavioral Crisis Barricade Click here to jump to Day 3	<ul style="list-style-type: none"> • Intro to Behavioral Crisis Barricade • Duty to Protect and Special Relationships • Behavioral Health Awareness • Disengagement and Re-Engagement • Assessing a Behavioral Crisis Barricade
Day 4: Public Interactions Click here to jump to Day 4	<ul style="list-style-type: none"> • Initial Investigations • Report Writing Issues • Victim Services • Death Notification • Community Engagement • ABLE

Videos are incorporated in several of the modules. Where the video is publicly available, a link has been provided in the PowerPoint or Lesson Plan.

However, in many cases we have tried to use actual Body-Worn Camera footage from BPD officers. These videos are not included as they typically include non-BPD members as well and are only used for internal training.



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DAY 1

Module	Summary
Consent Decree Implementation PowerPoint ¹ Lesson Plan	Overview of the Consent Decree and an update on its status.
Procedural Justice PowerPoint Lesson Plan	Review of Procedural Justice and how BPD measures Procedural Justice. Includes BWC refresher.
SSA Review PowerPoint Lesson Plan	Refresher on law and policy related to Stops, Searches, and Arrests.
Domestic Violence Refresher PowerPoint Lesson Plan	Review of Domestic Violence law and how BPD members are expected to handle these critical calls for service. Also includes a look at the history of Domestic Violence and the rationale behind BPD policies.
Lesser Offenses PowerPoint Lesson Plan	Overview of common “lesser” offenses. Addresses the elements of these crimes as well as policy and procedure on how BPD members can use informal resolution or, if necessary, formal resolution.

¹ PowerPoints are presented to the class. Lesson Plans are used by the instructor to facilitate the lesson.



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DAY 2

Module	Summary
Principles of Rescue Task Force PowerPoint² Lesson Plan	Overview of Rescue Task Force, a system designed to get medical treatment into the “warm zone” of an Active Threat incident. <i>Note: Due to tactical nature of this course, limited information is provided.</i>
Tactical Medical Treatment PowerPoint Lesson Plan	Refresher on field-based trauma care. It will provide officers basic knowledge and techniques to provide care to citizens and themselves in the field during the critical first moments after a traumatic event.
Narcan/Overdose Response PowerPoint Lesson Plan	The Law Enforcement Naloxone Program will certify all students in the administration of Naloxone/NARCAN when responding to calls for service where a potential opioid overdose is involved.
Dealing with possible explosive device PowerPoint Lesson Plan	This course is intended as a refresher on Policy 707 regarding Bomb Threats and Suspicious Package calls. It will remind members of the dangers of potential explosives and how best to handle these incidents safely. <i>Note: Due to tactical nature of this course, limited information is provided.</i>

² PowerPoints are presented to the class. Lesson Plans are used by the instructor to facilitate the lesson.

<p>Initial Barricade Response PowerPoint Lesson Plan</p>	<p>This course is designed as a refresher for sworn members on how to appropriately respond to a barricade. This includes proper positioning and containment during a barricade response and how to assess a barricade.</p>
<p>Room Entry and Ballistic Shield Refresher PowerPoint Lesson Plan</p>	<p>This course is intended as a refresher on proper room entry tactics and proper deployment and use of a Ballistic shield (bunker). Lesson will incorporate Ti Simulator training as well as hands-on practice.</p>



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DAY 3

Module	Summary
Intro to Behavioral Crisis Barricade PowerPoint³ Lesson Plan	Introduction to Strategic Disengagement and Behavioral Crisis Barricades.
Duty to Protect and Special Relationships PowerPoint Lesson Plan	Addresses Maryland law and BPD policy related to duty to protect in general and as the result of special relationships.
Behavioral Health Awareness PowerPoint Lesson Plan	Refresher on successfully identifying and engaging with a person in suicidal crisis. Includes resources available beyond BPD.
Disengagement and Re-Engagement PowerPoint Lesson Plan	Overview of how to employ Strategic Disengagement when dealing with a Behavioral Crisis. Includes how to develop a Re-Engagement plan and resources available.
Assessing a Behavioral Crisis Barricade PowerPoint Lesson Plan	Strategies for identifying a barricade as a Behavioral Crisis barricade and methods to employ in responding to a person in crisis.

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DAY 4

Module	Summary
Initial Investigations PowerPoint⁴ Lesson Plan	Guide for BPD members on resources and procedures for beyond more than report takers. How to conduct a patrol-level initial investigation.
Report Writing Issues PowerPoint Lesson Plan	Review of common report writing issues related to Axon reporting, NIBRS offense reporting, and Use of Force investigations and reporting.
Victim Services PowerPoint Lesson Plan	Resources for victims of criminal activities ranging from identity fraud to sex offenses. Focus on BPD's Victim Services Unit and how it can assist members and victims.
Death Notification PowerPoint Lesson Plan	Victim-centered, trauma-informed method of providing death notification. Expands definition of victim to those impacted by the trauma of death.
Community Engagement PowerPoint Lesson Plan	Refresher for members on engaging with Baltimore's diverse communities. Also discusses role of Community Policing unit.
Active Bystandership for Law-Enforcement (ABLE) PowerPoint Lesson Plan	ABLE is a program designed to prepare officers to successfully intervene to prevent harm and to create a culture that supports peer intervention. NOTE: The included module is an overview of ABLE generally. The 2025 ABLE program has not yet been released, but will follow these same principles.

⁴ PowerPoints are presented to the class. Lesson Plans are used by the instructor to facilitate the lesson.