

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

Hourly Distribution

Course Day	Subject	Time (mins)
Day 1	Opening Remarks/Classroom Orientation	60
	Pre-Thinking	60
	Introduction to Course Goals, Outcomes, and Concepts	60
	Assessment Through Rubrics	60
	Introduction to Adult Learning Concepts	240
Day 2	Ice Breakers	30
	Preliminary Competency Verification Process	30
	Blooms Cognitive Taxonomy	120
	The Domains of Learning	60
	Presenter v. Facilitator	30
	Learning Methodologies and Concepts	120
	The Emerging Learner	90
Day 3	Gots and Needs – Assessment	60
	Learning Activities	300
	Instructional Ethics and Legal Issues	60
	Lesson Planning	60
Day 4	Paralanguage/Platform Skills	60
	Facilitation Skills: Critical Thinking and Coaching Questions	60
	Basic Course Instructional Design System (BCIDS)	60
	POST Perspectives on Safety Issues	60
	Marketing the Instructor Development Institute (IDI)	60
	Competency Verification and Final Facilitations	180
Day 5	Competency Verification and Final Facilitations	480
	Total:	40 Hours

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

Expanded Course Outline

I. Opening Remarks/Classroom Orientation

- A. Welcome Students
 - 1. Acknowledge different experience in the room
 - 2. Acknowledge valuable contributions to the class based on experience
- B. Instructor Introduction
 - 1. Instructors introduced by name – no need to give background
 - 2. Instructor biographies are in the Learning Support System (LSS)
- C. Student Introductions
 - 1. Learning Activity – Paired Visual Introductions
 - 2. Purpose:
 - a. Promotes team building and sets up the mindset for learning.
 - b. Reveals presentation skill abilities of individual students.
 - c. Models a different type of student introduction.
- D. What is the purpose of the Academy Instructor Certification Course (AICC)?
 - 1. POST mandated for Law Enforcement trainers
 - 2. Helps basic academy instructors understand and work within the Basic Course Instructional Design System
 - 3. Ensures POST instructors meet minimum standards
 - a. Competency Verification Checklist
 - b. 64 Core Competencies based in Adult Learning
 - 4. Seeks to establish instructional quality and consistency throughout the State
- E. Setting the stage
 - 1. AICC Course Goals and Learning Outcomes
 - 2. Exposure to adult learning concepts and student centered learning
 - 3. Dual course agenda
 - a. Teach students about their learning
 - b. Show students how to instruct so that their students can learn more effectively
 - 4. Two view-points
 - a. Instructor/Facilitator/Teacher
 - b. Student
 - 5. Permission to be confused and uncomfortable
 - 6. Exploration of the Basic Course Instructional System (BCIS), to include resources such as the Training and Testing Specifications (TTS) and POST Learning Domains (LDs).
 - 7. The AICC is the first of four levels which lead to POST Master Instructor Certification
 - 8. Ideal for seasoned instructors as well as new instructors
 - 9. Provides essential and required instructional and facilitation skills
- F. Table tour
 - 1. Learning Support System (LSS)
 - 2. Resource Book – The Art of Teaching Adults by Peter Renner
 - 3. Other material
 - a. Name tents
 - b. Post-its
 - c. Index Cards
 - d. Markers
- G. Safety Guidelines

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

1. Room and building emergency exits
 2. Emergency Staging location
 3. Location of Medical Emergency equipment
 4. Identify location of hazards in the classroom
- H. Classroom Guidelines/Logistics
1. Restroom Locations
 2. Breaks/lunch schedule
 3. Absence policy
 4. Pre-scheduled court appearances
 5. Cell phone rule
 6. Course Goals

II. Pre-Thinking

- A. Facilitated Discussion
1. Purpose: Students will be able to interpret the course ALC concepts by explaining the main ideas and how these concepts might translate into the system of creating knowledge.
 2. Process: Students will read from the LSS and journal prior to a facilitated class discussion
- B. Essential questions framing the AICC
1. What might be the purpose of having students consciously think about a subject matter before plummeting right in to it?
 2. How might a beginning process cause your students to be an active listener/participant rather than a passive recipient of information?
 3. How could a process cause students to become aware of their assumptions about the subject matter so they can be assessed more accurately in light of what they will later read, hear, and discover?
 4. What is to be gained by a class that is process-based over a class that is content-based?
 5. What is to be gained by thinking about the content and process of a class prior to exploring that content and process?
- C. Rote Memorization versus Knowledge
1. Is rote memorization knowledge?
 2. Is “telling” teaching?
 3. Case Study – *Good Will Hunting*
 - a. How may a content-oriented learning environment give a false positive when assessing for student knowledge?
 - b. What role does motivation have in a classroom?
- D. Assessment and Knowledge
1. Job tasks and POST classes
 2. What should students be able to do and know when they exit a class?
 3. Learning Goals
 4. Learning outcomes
 5. Essential questions

III. Introduction to Course Goals, Outcomes, and Concepts

- A. Purpose:
1. Familiarize students with the language of adult learning and course concepts for the AICC

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

2. Students will be able to interpret the purpose and structure of the AICC by explaining the goals, outcomes, and concepts, and how these translate into the system of creating knowledge.
- B. Course Goals
1. To develop an active adult learning instructional model
 2. To practice facilitation skills
 3. To use facilitation as an instructional methodology
- C. Intended Learning Outcomes
1. Learners will, through written, oral, or demonstrated assessment:
 - a. Analyze the Basic Course Instructional System
 - b. Integrate the roles and responsibilities of law enforcement training instructors
 - c. Explore adult learning concepts
 - d. Design lesson plans
 - e. Use effective presentation skills
 - f. Use effective facilitation skills
 - g. Apply use of learning resources and training aids
 - h. Utilize suitable evaluation techniques
 - i. Identify legal Issues
 - j. Integrate safety protocols
 - k. Apply critical thinking
 2. Students will have the confidence to create and incorporate the active learning process in their curriculum.
- D. Course concepts
1. Facilitation: Guiding student inquisitiveness and discovery
 2. Immersion: Deep diving into concepts to discover meaning and use
 3. Interconnectivity: Viewing content as a system of interconnected ideas
 4. Modeling: Distinguishing essential skills, tasks, attitudes, behaviors, and beliefs critical to instruction demonstrated by others
 5. Questions: Surfacing deep thinking to become better and better at thinking
 6. Content Knowledge: Possessing knowledge without clear meaning and use
 7. Process Knowledge: Comprehending knowledge clearly through active experience and thought
 8. Outcomes: Identifying what a student will be able to know and do at the end of the course
 9. Sequencing: Placing content and process strategically to maximize learning
 10. Assessment: Observing data with the aim of revealing what is known, not known, or needs to be known
 11. Prior Experience: Using relevant professional and personal experiences to increase the learning process
 12. Collaborative Learning: Creating group interaction(s) that cause more learning than one might learn alone
 13. Reserving Judgment: Being open to assessing and adding value to what one already knows

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

14. Critically Thinking: Becoming self-aware of mental processes with a mind toward improving the meaning and significance of thinking
15. Practicing: Providing active opportunities that apply to course outcomes
16. Learner Centered: Focusing on students taking personal responsibility for their learning
17. Lifetime Learning: Adopting a self-motivated approach to acquiring knowledge

IV. Assessment Through Rubrics

- A. What is a rubric and how is it used?
 1. The students will become familiar and comfortable with rubrics and their purpose
 2. The students will be able to conduct self-evaluation and peer evaluation with the use of a facilitation skills rubric
- B. Why assess?
 1. Are course goals and objectives being met?
 2. Mid-course adjustments
- C. AICC assessment methodologies
 1. Rubric
 2. Learning verifications
- D. Introduction to the course rubric
 1. What is a Rubric?
 - a. Evaluation tool that serves as a guide to inform teachers and students where they are with respect to proficiency.
 - b. A model for what good looks like
 - c. Identification of improvement needs
 - d. A list of characteristics describing performance behaviors lined up along a scale
 - e. A list of desired skills, knowledge, and behaviors
 2. Use of the Facilitator Rubric in the AICC

V. Introduction to Adult Learning Concepts

- A. Students are introduced to Adult Learning Concepts
 1. Four learning modalities
 - a. Visual
 - b. Auditory
 - c. Tactile
 - d. Kinesthetic
 2. Assessment
 3. Declaring Objectives
 4. Working in Groups
 5. Use of Questions
- B. Learning Modalities
 1. The Four Learning Modalities:
 - a. Visual
 - b. Auditory
 - c. Tactile
 - d. Kinesthetic
 2. Definition and application to learning
 - a. Modality impact on student and instructor behavior
 - b. How may the modalities improve or detract from the value of a classroom?

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

3. Self-assessment: The Learning Styles Inventory
- C. Assessment: Learning Verification using the SEE-I Model.
 1. STATE: Ask students to state in one sentence the meaning of the Learning Modalities.
 2. ELABORATE: Ask a second student to elaborate on the statement made by the first student starting the statement with, "In other words..."
 3. EXAMPLE: Ask another student to cite an example of Learning Modalities.
 4. ILLUSTRATE: (optional) The student draws a mind map, diagram or other visual representation of this concept
- D. Learning Activity – "Team Teaching" focusing on the foundational adult learning concepts
 1. Declaring objectives to achieve effective transference
 2. Working in groups to elicit student activity and involvement
 3. Asking thinking questions to cause student thinking

VI. "Reflect, Review Retain" Activities

- A. What are they?
 1. Brief activities designed to re-engage the students in the learning process
 2. Cause the students to reflect on prior learning and the interconnectedness of the AICC
- B. Use in the AICC
 1. When is it used?
 - a. After lunch every day
 - b. At the beginning of each day, Tuesday through Thursday
 2. Purpose
 - a. Bring the group back on-topic
 - b. Review concepts
 - c. Illustrate the function of concepts
 - d. Humor
 - e. Increase energy level or engagement

VII. Preliminary Competency Verification Process

- A. Introduce students to the assessment/validation process for the AICC
 1. Students will be provided with directions for the final project
 2. Students will be able to explain preliminary assessment considerations for the competency verification process to occur later in the AICC class.
 3. Students will become familiar with expectations for their final projects.
- B. Relative to AICC process, gives form and purpose to student's consideration of:
 1. Lesson plan design and development
 2. Critical thinking
 3. Facilitation
 4. Thinking questions
 5. Group feedback
 6. Facilitation format
- C. Use of Facilitation Rubric
 1. Employment of adult learning concepts
 2. Facilitation, not presentation
 3. Goal-setting

VIII. Blooms Cognitive Taxonomy

- A. Introduction to Bloom's Taxonomy of Learning

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

1. Students will make use of Bloom's Cognitive Taxonomy to create classroom process causing students to think critically.
 2. Students will utilize the POST Training and Testing Specifications (TTS) and Bloom's Taxonomy to develop learning objectives.
- B. Cognitive Taxonomy
1. Remembering
 2. Understanding
 3. Applying
 4. Analyzing
 5. Evaluating
 6. Creating
- C. Bloom's in the Classroom
1. Information and Testing – Lower level
 - a. Remembering
 - b. Understanding
 - c. Applying
 2. Critical Thinking-Higher order
 - a. Analyzing
 - b. Evaluating
 - c. Creating
- D. The importance of critical thinking in law enforcement
1. Need to be able to problem solve
 2. Need to be to articulate how and why of policies and procedures
- IX. The Domains of Learning**
- A. Purpose
1. Students will be introduced the 3 Domains of Learning
 2. Students will make use of the Domains of Learning by distinguishing their active parts and determining how they apply to the students' own classes, learning objectives, and lesson plans.
- B. Three Domains of Learning
1. The 3 reasons an instructor walks into a classroom
 2. To change a student's:
 - a. Attitudes/Beliefs
 - b. Skills
 - c. Knowledge
- C. Cognitive Domain
1. Bloom's
 2. Application to learning
 3. Higher order thinking vs lower order thinking
 4. Critical thinking
- D. Affective Domain
1. Krathwohl's
 2. The beliefs and attitudes that drive our actions
 - a. Beliefs
 - b. Attitudes
 - c. Feelings
 - d. Emotions
 - e. Empathy
 - f. Character

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

- g. Values
- h. Compassion
- i. Conscience
- E. Psychomotor Domain
 - 1. Dave's
 - 2. Physical movements and manipulative skills
 - 3. The physical aspects of public safety, including driving, firearms, arrest and control, and self-defense.
- F. Essential Questions: Domains of Learning
 - 1. What do the Domains have to do with the Modalities?
 - 2. How do the Domains interact?
 - 3. What role do the domains play in the effectiveness of a class?
 - 4. To what level are students expected to perform in the real world and how does their training get them there relevant to the Domains?
 - 5. What is the outcome of a disconnect between real world demands and training that doesn't achieve this demand?
 - 6. The AICC largely focuses on the cognitive domain
 - a. Why might this be?
 - b. Disconnect: many POST classes tend to teach at lower Bloom's levels, but our jobs require functioning at the highest levels of Blooms.
- X. Presenter v. Facilitator**
 - A. Purpose
 - 1. Students will identify the differences between the role of facilitator and presenter and
 - 2. Identify how these roles impact student learning.
 - B. Presenter characteristics
 - 1. One-way communication
 - 2. Talks
 - 3. Answers questions
 - 4. Content focused
 - 5. Less flexible
 - 6. Planned delivery
 - 7. pushes out information
 - C. Facilitator characteristics
 - 1. Two-way communication
 - 2. Listens
 - 3. Asks questions
 - 4. Process focused
 - 5. More flexible
 - 6. Delivers "in the moment"
 - 7. Pulls out information
 - D. Essential questions
 - 1. What is the learning outcome of the two teaching styles?
 - 2. How do they interact with the Domains of Learning and the Modalities?
 - 3. What impact may they have on students' learning?
- XI. Learning Methodologies and Concepts**
 - A. Purpose
 - 1. Students will learn to apply the concepts central to active and student-centered learning

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

2. Students will use the course rubric evaluate peers' ability to incorporate course concepts
- B. The creation of training in which students internalize new skills, knowledge, and attitudes requires instructor attention to key concepts and methodologies.
 1. Failing Forward – Are students given the opportunity to learn from failure?
 2. Assessment – Are students given the opportunity to assess their own and others' performance?
 3. Active involvement – Are students actively involved in their learning?
 4. Context – Are students clear of the context of what is to be learned to allow for transference to occur?
 5. Modelling – Are students able to model the knowledge, skills, and attitudes they wish to see in their own classes?
 6. Questions – Are students able to ask questions to cause thinking?
 7. Real World – Does the opportunity for transference to the real world exist within a training?
 8. Identity – Does the student understand their role and orientation with regard to what is to be learned?
 9. Resistive Students – Does the student have strategies for dealing with difficult classroom experiences?
 10. Essential questions
 - a. How do these concepts contribute to student skill, knowledge, and attitude?
 - b. What may occur to a class in which these concepts are neglected or omitted from the lesson planning?

XII. The Emerging Learner

- A. Purpose
 1. Students will identify the generational characteristics of students attending POST classes
 2. Students will evaluate how these characteristics may impact learning
- B. Perceived generational differences between students and instructors may contribute to biases and stereotyping by both groups.
 1. How do these biases positively impact the effectiveness of training?
 2. How can they negatively impact training effectiveness?
- C. Generational opportunities and challenges in the classroom
 1. Instructional opportunities afforded by generations
 2. Instructional challenges presented by generations

XIII. Gots and Needs – Assessment

- A. Purpose
 1. Students will be able to explain the purpose and value of assessments conducted during in-progress classes
 2. Students will be able to create process modifications based on those assessments.
- B. Conducting a check-in during a training
 1. Verifies student comprehension for students and instructor
 2. Allows students to contrast awareness with peers
 3. Offers focus to the effective or non-effective process of the course
 4. Indicates a need for learning interventions
 5. Essential Questions
 - a. What is to be gained by a class-progress assessment?
 - b. What can be done with the results?

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

- c. What risks are there in performing such an assessment and how may this be mitigated?
 - C. Class management
 - 1. Assessment may reveal the need to modify the class process or design
 - 2. Considerations of “in the moment” or future modifications
- XIV. Learning Activities**
- A. Purpose
 - 1. Students will be able to create learning activities that cause higher-order critical thinking
 - 2. Students will be able to incorporate skill and attitude development, as well as, transference to the “real world.”
 - B. Structure
 - 1. Framing
 - 2. Exit directions
 - 3. Relevance
 - 4. De-framing
 - 5. Debrief
 - 6. Transference
 - C. Purpose of Modeling Learning Activities
 - 1. To allow practice and internalization of a new skill, knowledge, or attitude
 - 2. Create opportunity for a discrepant event
 - 3. Create opportunity for exploration of new perspectives
 - 4. To create an overlapping of Domains of Learning
 - 5. To allow students to modify the class process to suit their stronger modalities
 - 6. To create a scaffolding for transference
 - 7. To allow for practice in navigating team dynamics
 - 8. To gain the benefit of group over individual effort
 - 9. To develop problem solving strategies and tactics
 - D. Safety considerations
 - 1. Students will review the AICC Safety Guidelines
 - 2. Students will be engaged in discussion about the importance of safety in learning activity design.
 - E. Learning activity design
 - 1. “What should they be able to do?”
 - 2. “Bringing the street to the classroom”
 - 3. Learning outcomes
 - 4. Job tasks
 - 5. Transference and the real world
 - 6. Available resources
 - 7. Fail often to succeed sooner
 - 8. Encourage wild ideas and build on them
 - 9. Equal playing field
 - 10. Safe, playful environment
- XV. Instructional Ethics and Legal Issues**
- A. Purpose
 - 1. Students will be able to explain ethical and legal issues to be considered by instructors in POST classes
 - 2. Instructors have certain responsibilities as leaders in the classroom.

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

3. Consider the legal and ethical responsibilities of instructors in a public safety environment.
- B. Instructional Ethics
 1. Test and security agreements
 2. Gifts and gratuities
 3. Unbiased and fair grading
 4. Teaching to the test
 5. Model behaviors described in the code of ethics
 6. Cultural sensitivity
 7. Fraternalization
- C. Legal Issues:
 1. Copyright
 2. Negligent training
 3. Negligent Retention
 4. Release of Student Information
 5. Disability Accommodations
 6. Harassment
 7. Violation of policy and procedures
 8. Safety of staff and students
 9. Safety guidelines
 10. Approval of training site

XVI. Lesson Planning

- A. Purpose
 1. Students will be able to create a lesson plan for their own classes
 2. Students will be able to explain the function and use of the Basic Course Instructional System specific to course content and process.
- B. Expanded Course Outline (ECO)
 1. Describes course content
 2. NOT intended for use as a lesson plan
 3. Required by POST for course certification
 4. Format
 - a. Third level of detail
 - b. Should correspond to the Hourly Distribution
 5. ECO content for the Basic Course Instructional System (BCIS) can also be found in the Training and Testing Specifications (TTS) and Learning Domain (LD) Workbooks
- C. Lesson Plan
 1. Describes course process
 2. Except in certain circumstances (Ex: Basic Course) the lesson plan is not needed by POST for course certification.
 3. Lesson plan purposes
 - a. Maintains class process consistency and quality, especially with teams of instructors teaching the same class
 - b. Establishes framework or basic guide for a substitute instructor
 - c. Verification of compliance with standards/regulations
 - 1) POST mandates
 - 2) Legislative mandates
 - 3) Departmental mandates
 - d. Memorializes training for future reference
 - 1) Civil litigation

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

- 2) Best practices
- e. Assists in time management
- 4. Format
 - a. Any design that suits instructor needs, but should include
 - 1) Summarized content
 - 2) Description of class process
 - 3) Instructor notes/direction
 - 4) Time allotted to each section
 - 5) Instructional resources
- 5. Lesson Plan process, including required learning activities, for the Basic Course Instructional System (BCS) can also be found in the Training and Testing Specifications (TTS)

XVII. Paralanguage/Platform Skills

- A. Purpose
 - 1. Students will be able to explain paralanguage skills as they apply to an active-learning environment
 - 2. Students will practice and demonstrate various paralanguage skills
- B. Paralanguage is a component of meta-communication and generally refers to the non-verbal elements of speech that may modify or nuance meaning, or convey emotion
 - 1. Paralanguage may be expressed consciously or unconsciously.
 - 2. Paralanguage may be the source of up to 90% of human communication, with only 10% meaning conveyed via the spoken word
 - 3. Instructors must be aware of their paralanguage, and develop their ability to intentionally use paralanguage, to improve the clarity of their communication
- C. Hand gestures – Hand movements enhance a message
 - 1. Third point
 - a. Directing attention to something else in the room that is not the facilitator
 - b. An example is directing attention to an easel chart
 - 2. Fourth Point
 - a. Directing attention to something or someone else that is outside of the room
 - b. An example would be directing attention to the parking lot outside
 - 3. Minute Fingers
 - a. Strategy used to for keeping track of time during presentations
 - b. Usually done from the back of the room or any other location where the facilitator can see the signal.
- D. Voice
 - 1. Credible Voice – used to send information or to make a point
 - 2. Approachable Voice – used when building rapport or seeking information
 - 3. Pitch - varying pitch helps draw the audience in and keep them engaged
- E. Pausing
 - 1. Gain audience attention
 - 2. Accent a point
 - 3. Helps slow down your pace
 - 4. Before a question is asked
 - 5. Before or after an answer is given
 - 6. Creates an opportunity for the group to process and comprehend
- F. Volume
 - 1. Know when to project voice and increase volume
 - 2. The larger the audience the louder you need to speak

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

3. Can be used to control the audience
4. Above Pause Whisper
 - a. Similar to pausing, can be used to gain the audience's attention
 - b. Can be used to quiet the room
- G. Kinesthetic Movement – Using your body to add dimension to your words
 1. Congruent movement
 - a. Body movements should align with what is being said
 - b. Example: Don't shake your head "no" when making an affirmative statement.
 2. Visual Paragraph
 - a. Location has memory
 - b. Moving to different locations to visually illustrate the difference between points.

XVIII. Facilitation Skills: Critical Thinking and Coaching Questions

- A. Purpose
 1. Students will be able to facilitate using questions that create higher-level thinking in the classroom.
 2. Students will develop critical thinking questions to cause self-evaluation.
- B. Successful facilitation must include "thinking questions" that cause higher order thinking with the intent to probe thought so reasoning becomes dynamic and continues as inquiry
 1. "Moving thinking around the room"
 2. A lack of thinking questions can halt student thinking in the classroom.
 3. Higher order questions arise from higher levels of Blooms Cognitive Taxonomy, resulting in student critical thinking about the topic
 4. Lower order questions arise from lower levels of Blooms Taxonomy, resulting in rote learning and a halt to learning
- C. Essential questions
 1. How do we cause our students to think and reason?
 2. How can a student's thinking be enhanced in the classroom?
 3. How do we know or see what a student is thinking in the classroom?

XIX. Basic Course Instructional Design System (BCIDS)

- A. Purpose
 1. Students will analyze and comprehend the components of the Basic Course Instructional Design System (BCIDS)
 2. Students will be able to explain the role of each component within this system.
- B. Components of the Basic Course Instructional Design System (BCIDS)
 1. POST Regulation 1070/Specialized Subjects
 2. Training & Testing Specifications (TTS)
 3. POST Instructor's Guide to Learning Activities (IGLA)
 4. Regular Basic Course Workbook Series

XX. POST Perspectives on Safety Issues

- A. Purpose
 1. Students will be able to explain that a fundamental goal of effective training is to replicate the "real world"
 2. This also presents safety risks that must be managed.
- B. Considerations
 1. Responsibility for student safety
 2. Instructor/student ratio
 3. Safety rules development
 4. Safety requirements and conditions for POST class certification
 5. Typical safety policies

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

6. Overarching concept: We must involve our students in active and real-life training but we also have the obligation to manage their safety

XXI. Marketing the Instructor Development Institute (IDI)

- A. Level I – Academy Instructor Certification Course (AICC)
 1. POST mandated course for any instructor in the Regular Basic Course.
 2. This is the foundation for the other three levels.
 3. Academy Instructor Certification Program (AICP)
 - a. To maintain eligibility as an instructor in the RBC:
 - 1) Must complete a minimum of 24 hours as an instructor
 - 2) Must complete a minimum of 8 hours of instructor development training
 - 3) Must be completed every 3 years
 - 4) The IDI offers AICP requalification courses every year
 - b. Academy Coordinator's responsibility to maintain/update the AICP database
- B. Level II
 1. Presentation Skills (8 hour course)
 2. Critical Thinking (8 hour course)
 3. Intermediate Instructor Development Course (24 hour course)
 4. Instructional Technology (16 hour course)
- C. Level III
 1. Leadership, Mentoring and Coaching (24 hour course)
 2. Advanced Instructor Development Course (56 hour course – Phase I is 40 hours, Phase II is 16 hours)
- D. Level IV – Master Instructor Certification Course (MICC)
 1. Instructional Technology Update (16 hour course)
 2. Critical Thinking as an Instructional Model (24 hour course)
 3. Master Instructor Certification Courses
 - a. Orientation (24 hours)
 - b. Core Course (40 hours)
 - c. Progress Workshop #1 (24 hours)
 - d. Progress Workshop #2 (24 hours)
 - e. Total Training Package Presentation (40 hours)
 - f. Implementation and Certification by POST

XXII. Final Comments on the Instructor Development Institute

- A. Encouragement to become lifelong learners
 1. The road to mastery is never ending
 2. Instructional techniques and the field of law enforcement are constantly evolving
 3. Instructional obligation to evolve with it
- B. Additional Instructional resources
 1. IDI website – www.postidi.com
 2. POST IDI Instructor Symposium
 3. POST Learning Portal
 - a. POST training available online
 - b. <https://lp.post.ca.gov>

XXIII. Competency Verification and Final Facilitations

- A. Purpose
 1. Students will create and facilitate a lesson that creates student engagement, critical thinking, and transference of new knowledge or skill
 2. Students must demonstrate AICP competency verification requirements
- B. Rubric-based evaluation

POST
Academy Instructor Certification Course
EXPANDED COURSE OUTLINE AND HOURLY DISTRIBUTION

1. Students will be evaluated by their peers based on the rubric
 2. Students will also be evaluated by facilitators based on the rubric
- C. Competency Verification Requirements
1. Instructors role and responsibilities
 2. Concepts of adult learning
 3. Training Plan Components
 4. Presentation Skills
 5. Facilitation
 6. Instructional Resources
 7. Basic Course Evaluation, Testing, and Remediation