Statement of Purpose: The purpose of this course to provide new Sergeants vital information on field operations and administrative duties to assist them in their new role as frontline leaders.

I. Training / Debriefs
   A) Provide future supervisors an overview of the key concepts and skills surrounding basic police leadership and supervision
   B) Definition on supervision and leadership and challenges for Sergeants

II. Personnel Update/Risk Management/Exposure Reporting
   A) Provide new and future supervisors with information on how to assist employees navigate human resources
   B) Policies and procedures on how to document infectious disease exposures for employees

III. Field Training
   A) Establish clear expectations with new supervisors on how to facilitate training for new officers in field training
   B) Provide information on checks and balances to ensure proper guidance and mentoring to officers in field training to ensure greater opportunities for success.

IV. Juvenile Law:
   A) Refresh new supervisors on concepts and unique qualities surrounding the law as it pertains to juveniles as well as provide updates and new changes in the law.
   B) Refresh on 300WI, 601WI, 602WI
   C) Miranda Law Update
   D) How to assist with staff at school campuses within school policy and legal obligation

V. OIS/In-Custody Death
   A) Provide new supervisors and Sergeants the knowledge and tools to manage officer involved shootings and in-custody death incidents at the patrol level.
   B) Interactive and facilitated discussion regarding the initial response, scene/witness management and policy/procedure.

VI. Employee Services Unit/Employee Issues
   A) Provide new supervisors and Sergeants with a basic understanding of how to interact with, support and provide resources to employees dealing with issues whether personal or professional
   B) Tools and resources for supervisors to assist employees with issues ranging from EAP to clinical counseling to financial assistance

VII. K-9/Perimeters/Foot Pursuits
   A) Provide new supervisors and Sergeants with an understanding of the K-9 unit and area of focus
   B) Advise on staffing/K-9 hours/work days
   C) Use of K-9 and tactics/deployment guidelines during foot pursuits and perimeters and when to Code 10
VIII. Communications Center
A) Train new supervisors and Sergeants on dispatch operations to ensure they adequately manage workload and ensuring calls for service are being dispatched as quickly as possible
B) Facilitated discussion on radio channel situational awareness and calls needing to be copied/addressed
C) Refresh on policies that govern dispatch criteria, radio communication guidelines, and critical incident management

IX. Rapidly Evolving & Violent Felony Events
A) Provide instruction to the patrol supervisor with topics relating to patrol based emergency responses during rapidly evolving incidents.
B) Provide knowledge and skills for supervisors to deal with high-risk encounters with a primary emphasis on decision making, pre-determined plans, command and control, tactics and equipment familiarization.
C) Review Critical Decision Making Model and departmental policy

X. Internal Affairs
A) Provide supervisors with a comprehensive overview of the Internal Affairs process

XI. Crime Analysis
A) Provide instruction on the Crime Analysis Unit and its function
B) The CAU keeps statistics and can provide analysis on crime series, patterns, and trends to assist supervisors address issues in their respective response areas
C) As a support unit, the CAU can assist with data needed for community meetings and investigations.

XII. Critical Decision Making Model
A) Five-step critical thinking process
B) Elements of CDM

XIII. Outreach
A) Provide a basic understanding and overview of the Outreach team and resources available to the community
B) Instruct on the various programs devised to help build trust in the community and support the mission and goals of the department.

XIV. Administrative Duties
A) Provide a general understanding of what administrative duties are expected of supervisors
B) Pre-shift/During Shift/Post Shift duties related to staffing, managing radio, updating Lieutenant and creation of daily activity reports

XV. Sergeants Perspective/Lieutenants Perspective
A) Facilitated discussion from current and experienced Sergeants and Lieutenants on current departmental trends/policies and expectations of new supervisors

XVI. Major Collision Investigation Unit/EVOC
A) Provide new supervisors an understanding of vehicle pursuit liabilities and how EVOC training relates to the expectations of officers and their supervisors during a pursuit
B) Facilitated discussion on recognizing when the apprehension of a violator during a vehicle pursuit does not outweigh the safety of the public and the officers involved.

C) Update on recent pursuit policy and procedure changes

XVII. Customer Service

A) The service mindset
B) Building teams
C) Resolving complaints