Criminal Justice-Law Enforcement 720 Academy

Wisconsin Indianhead Technical College

30-504-2 Short Term Technical Diploma

2018

Program Review

ACADEMIC PROGRAM REVIEW PROFILE

Program Number & Name: Criminal Justice-Law Enforcement 720 Academy 30-504-2		
Program Academic or Assistant Dean	**Title and Location**	**Phone and e-mail**
Randy Deli	Divisional Dean - Con Ed	ext 5113 randy.deli@witc.edu
Team Lead(s)	**Title and Location**	**Phone and e-mail**
Example: *Bill Smith*	*Welding Faculty Member* *New Richmond*	*Ext. 9999* *bill.smith@witc.edu*
Tom Richie	Academy Director	Ext. 5292 tom.richie@witc.edu
Team Members	**Title and Location**	**Phone and e-mail**
Brett Heino	Training Specialist	ext. 5782 brett.heino@witc.edu
Chuck LaGesse	Training Specialist	ext 6938 charles.lagesse@witc.edu
Jennifer Ruid	Continuing Ed Tech	ext 5488 jennifer.ruid@witc.edu
Jason Leu	Barron County Sheriff's Chief Deputy	
Peter Erickson	Student Recent Graduate of WITC CJ Assoc. Program and 720 Law Enforcement Academy	

**If you have more than 8 team members, right click the within the member table above and choose insert row above or below.

Self-Study Areas:	
Required Elements: Analysis of trends from Program Effectiveness Data Profile, Analysis of results of previous program improvement plans, Progress/results of TSA (including program & employability essentials)	
Choose from a minimum of 2 of the following other areas to study	☐ Academic Advising ☐ Accreditation/National or State Standards, Regulations, Compliance ☐ Advisory Committees

☐	Assessment of Student Learning
☐	Budgeting Efficiencies/Costs per FTE
☑	Career Outlook/Future Occupational Trends
☐	Career Pathways
☐	Collaboration/Partnerships
☑	Curriculum Currency/modifications
☐	Delivery Methods/Distribution of Offerings/Scheduling
☐	Dual Enrollment
☐	Equipment
☐	Facilities
☐	Faculty Credentialing/Development Needs
☐	Online/Technology
☐	Recruitment
☐	Other _____

Program Information:		
Capacity (new students admitted/year):	20+	
Number of Faculty:	FT: ☐	PT: ☑ 45-50
Statewide Curriculum:	Yes? ☑	No? ☐
Program Accredited by:		
Date of Last Accreditation	N/A	
Date of Next Accreditation		
Is a visit required? If so, when is the next visit?		
Program Licensed by:		
Date of Last Licensing:	N/A	
Date of Next Licensing:		
Is a visit required? If so, when is the next visit?		
Please list other program and individual association and organizational memberships:	in accordance to DOJ Standards	

SELF-STUDY CATEGORY RESULTS

Program and Category
Program: Criminal Justice - Law Enforcement 720 Academy

Category: Analysis of Trends from Program Data Profile

Resources Contact(s) for this Category:	

Strengths	Opportunities
National average of $17.36; ours is $21.35	Job opportunities nationally are plentiful
Projected job growth in these categories of 0.8% by 2022	National job growth is 5% which means many of our students can venture to other locations for work
Our graduates are certified throughout the State of Wisconsin	18.5% of the current workforce is at or approaching retirement age creating job availability
80% of recent graduates are employed in a related field	22.4% of measured occupations are filled by females. There is an opportunity to increase recruitment of female candidates.
High rate of course completion at 97.5% in last reported year (2014-2015)	85% of occupations are employed by individuals who are white. There is an opportunity to increase recruitment of minority candidates.
Graduate satisfaction is 100% in last reported period (2015-2016)	
New 720 program started in 2017 with a 94.7% graduation rate	

**If you have more than 8 strengths and opportunities, right click the within the table above and choose insert row above or below.

What items in this category MUST be addressed on our improvement plan?	Enhance recruitment of females and ethnic minority candidates by 50% for our 2019 720 Academy
What items in this category MIGHT be addressed on the improvement plan?	

Team Rating

Please indicate by an (**X**) the team rating of your program on this category.

All areas need improvement	*Some areas meet expectations, but most areas need improvement*	*All areas meet expectations —few areas need improvement*	*Exemplary—all areas exceed expectations—use as a model for other programs*
☐	☐	☑	☐

Additional Comments: (optional)

SELF-STUDY CATEGORY RESULTS

Program and Category
Program: Criminal Justice - Law Enforcement 720 Academy
Category: Analysis of results of previous program improvement plans
Resources Contact(s) for this Category:

Strengths	Opportunities
Extended the advisory committee out to persons identified in the 2014 Program Review to include Student Services, General Studies Instructors, and students	Use the newly enhanced advisory committee members to identify desired CE training topics
Separated the advisory committee into two committees: one for Criminal Justice Studies and the other for Law Enforcement Academy, Jail Academy, and CE Trainings.	With the 720 Academy curriculum, the opportunity may present itself to update equipment.
2017 was the first year for the 720 Academy utilizing the new statewide curriculum. Our recent audit by the Department of Justice showed our 720 Academy was consistent with policies and standards of the Department of Justice requirements. The audit was completed 4-20-2018.	With the new 720 Academy structure and after our recent audit, we have opportunities to establish new systems to professionalize our record management system.

**If you have more than 8 strengths and opportunities, right click the within the table above and choose insert row above or below.

What items in this category MUST be addressed on our improvement plan?	Utilize advisory committee to solicit future training ideas to enhance our Law Enforcement CE program
What items in this category MIGHT be addressed on the improvement plan?	

Team Rating

Please indicate by an (**X**) the team rating of your program on this category.

All areas need improvement	*Some areas meet expectations, but most areas need improvement*	*All areas meet expectations —few areas need improvement*	*Exemplary—all areas exceed expectations—use as a model for other programs*
☐	☐	☑	☐

Additional Comments: (optional)

In review of the suggested improvement plans from the last Academic Program Review, these items are no longer applicable to the 720 Academy as they were tied to the Criminal Justice Studies program.

SELF-STUDY CATEGORY RESULTS

Program and Category	
Program: Criminal Justice - Law Enforcement 720 Academy	
Category: Progress/results of TSA (includes program outcomes and Employability Essentials)	
Resources Contact(s) for this Category:	
Strengths	**Opportunities**
All of the Academy students that went through the scenario assessment for the 720 Academy TSA 30-504-333 successfully demonstrated the skills to receive Wisconsin State Law Enforcement certification.	Provide students the opportunity to demonstrate and obtain the following target program outcomes: Think critically, Manage emergencies, Communicate effectively, Demonstrate professionalism, Conduct investigations, and Demonstrate tactical skills for the purpose of providing student graduates with the opportunity of employment and success in the law enforcement field.
The 30-504-2 Criminal Justice - Law Enforcement 720 Academy TSA Scoring Guide scenario assessment standards were streamlined for uniformity of assessment. Scenarios were very clearly defined and requirements for student demonstration of skills were clearly stated.	
The recent audit by the Department of Justice of the 720 Academy confirmed credibility of our scenario assessments.	

If you have more than 8 strengths and opportunities, right click the within the table above and choose insert row above or below.	
What items in this category MUST be addressed on our improvement plan?	Continue to provide students the opportunity to demonstrate and obtain the following target program outcomes: Think critically, Manage emergencies, Communicate effectively, Demonstrate professionalism, Conduct investigations, and Demonstrate tactical skills for the purpose of providing student graduates with the opportunity of employment and success in the law enforcement field.
What items in this category MIGHT be addressed on the improvement plan?	

Team Rating			
Please indicate by an (**X**) the team rating of your program on this category.			
All areas need improvement	*Some areas meet expectations, but most areas need improvement*	*All areas meet expectations —few areas need improvement*	*Exemplary—all areas exceed expectations—use as a model for other programs*
☐	☐	☑	☐
Additional Comments: (optional)			
Enter text.			

SELF-STUDY CATEGORY RESULTS

Program and Category	
Program: Criminal Justice - Law Enforcement 720 Academy	
Category: Career Outlook/Future Occupational Trends	
Resources Contact(s) for this Category:	
Strengths	**Opportunities**
The new 720 Academy curriculum turns out a more prepared, professional, knowledgeable graduate to meet the increasingly stringent occupational requirements and expectations.	Opportunity for us to recruit candidates based on national shortage of viable candidates for law enforcement careers
	Advances in technology will change how officers perform their jobs, increasing training needs.
	An increase in public expectations of law enforcement professionalism will allow us to offer law enforcement training of increased academic rigor.
**If you have more than 8 strengths and opportunities, right click the within the table above and choose insert row above or below.	
What items in this category MUST be addressed on our improvement plan?	We must adjust our training to the ever-changing needs and expectations of the law enforcement community.
What items in this category MIGHT be addressed on the improvement plan?	

<table>
<tr><td colspan="4" align="center">**Team Rating**

Please indicate by an (**X**) the team rating of your program on this category.</td></tr>
</table>

All areas need improvement	*Some areas meet expectations, but most areas need improvement*	*All areas meet expectations —few areas need improvement*	*Exemplary—all areas exceed expectations—use as a model for other programs*
☐	☐	☑	☐

Additional Comments: (optional)
Enter text.

SELF-STUDY CATEGORY RESULTS

Program and Category
Program: Criminal Justice - Law Enforcement 720 Academy
Category: Curriculum Currency/modifications
Resources Contact(s) for this Category:	

Strengths	Opportunities
The Department of Justice determines what curriculum is used for the 720 Academy. Our 720 Academy strictly adheres to the curriculum and training requirements of the Department of Justice, as confirmed by the April 20, 2018 audit.	With the input of our advisory committee members, we could enhance the employment opportunities based off the specialized trainings offered to law enforcement agencies above and beyond the 720 Academy through in-services and professional development.
Law enforcement trainings through our continuing education division has become more varied by offering additional specialized training(s). Our goal is to provide enhanced value to the officers attending the trainings and the agencies that employ them.	

**If you have more than 8 strengths and opportunities, right click the within the table above and choose insert row above or below.	
What items in this category MUST be addressed on our improvement plan?	With the input of our advisory committee members, we plan to enhance the employment opportunities based off the specialized trainings offered to law enforcement agencies above and beyond the 720 Academy through in-services and professional development. We plan on meeting this expectation by planning our 2019 trainings with the input of our advisory committee.
What items in this category MIGHT be	

addressed on the improvement plan?	

Team Rating
Please indicate by an (**X**) the team rating of your program on this category.

All areas need improvement	*Some areas meet expectations, but most areas need improvement*	*All areas meet expectations —few areas need improvement*	*Exemplary—all areas exceed expectations—use as a model for other programs*
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Additional Comments: (optional)
Enter text.

ACADEMIC PROGRAM IMPROVEMENT PLAN

PROGRAM:	Criminal Justice - Law Enforcement 720 Academy
Defined Outcome	Increase enrollment of females and ethnic minority candidates by 50% for our 720 Law Academy

Metric (How will you measure whether or not the outcome has been attained successfully?)*Enter answer below*

Enrollment demographics data (optional reporting) gathered from academy class rosters

Action Plan/Action Items & Person(s) Responsible: *Example: 1) Action Item #1 (Damian VonFrank, Ted May)*	**Timeline & Resources:** *Example: 1) Fall 2018 – Need IT time to implement*
Attend Career Days within our district at both local high schools and colleges, including our own Person Responsible:WITC LE Staff	Attend as they occur throughout the school year Megan Davis-Career Specialist
Attend the NW Area LE Executive Meetings for the purpose of advising on LE training efforts. Sheriffs and Chiefs in attendance will be briefed on the upcoming academy and encouraged to recruit and sponsor prospective LE students from their jurisdictions. Through this recruitment, non-traditional LE students (those not currently enrolled in Criminal Justice Studies) can be introduced to the LE Academy. Person Responsible: WITC LE staff	LE Executive Meetings occur on a quarterly basis on the WITC Rice Lake campus Steve Roux - Chief of Police - Rice Lake Mary Johnston-Conf Center Tech
Our 2019 WITC 720 Academy is advertised on WILENET and achieves statewide exposure to prospective students. By	Posted on WILENET Feb. 2019 Department of Justice contact

advertising a statewide audience, we increase exposure to a racially diverse audience. Person Responsible: CE Tech. Jennifer Ruid	
Attend meetings of the University Wisconsin Superior Criminal Justice Students Association for the purpose of exposing those attaining their Bachelor of Arts Degrees to the concept of gaining WI Law Enforcement certification through attendance of the WITC 720 Academy. Students at UWS have a greater degree of diversity than our past WITC Academy classes. Person Responsible: Tom Richie, Charles LaGesse, Brett Heino	Yearly attendance . (Attended May 2018; Upcoming April 2019) Dr. Maria Cuzzo-UW-Superior Dean of CJS
Establish contacts at area universities to recruit potential academy students who have earned 60 college credits for career opportunities in LE. Person Responsible: LE Academy Director and team	Periodically over the next three years - establish relationships schedule/attend college recruitment visits Sara Franc-Marketing (create marketing packet) UW Criminal Justice Association members; Local college con (General Studies deans/faculty)

**If you have more than 8 action items, right click the within the table above and choose insert row above or below.

Note: *(A mid-year and year-end update will be required each year during implementation.)*
Implementation Update (June 30, 2019):
Instructions: Enter update text in box below, check a box below, and enter metric and results

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Divisional Dean Comments:

VP, Academic Affairs Comments:

Implementation Update (January 31, 2020):

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Divisional Dean Comments:

"Effective March 25, 2020, Wisconsin Governor Evers directed a safer-at-home directive due to the Covid-19 pandemic. Under this order, all WITC Spring 2020 classes were delayed, cancelled or moved to an alternative delivery method. Due to the many required hours instructors and staff spent moving curriculum to alternate delivery modes, college leadership held requirement of the 6-month academic program review updates due June 1, 2020. Program review updates will next be required of this program in January 2021."

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ACADEMIC PROGRAM IMPROVEMENT PLAN

PROGRAM:	Criminal Justice - Law Enforcement 720 Academy
Defined Outcome	**Analysis of results of previous program improvement plans**

Metric (How will you measure whether or not the outcome has been attained successfully?)*Enter answer below*

No metric - previous plan objectives have been met - No need for this page at this time

Action Plan/Action Items & Person(s) Responsible: *Example: 1) Action Item #1 (Damian VonFrank, Ted May)*	**Timeline & Resources:** *Example: 1) Fall 2018 – Need IT time to implement*
The last improvement plan was done while the program was in flux. Several of the past improvement plan items are no longer relevant due to changes from DOJ and the state curriculum, such as 2nd and 3rd year retention and degree attainment (not relevant for the Academy)	
Other improvement areas such as recruitment of nontraditional students, are being address in Improvement Plan 3.1 or have been completed already	
Areas that have been completed are: expand advisory committee and improve structure, courses aligned with state curriculum and are current and accurate, assess collegewide outcome (critical thinking)	

**If you have more than 8 action items, right click the within the table above and choose insert row above or below.

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ACADEMIC PROGRAM IMPROVEMENT PLAN

PROGRAM:	Criminal Justice - Law Enforcement 720 Academy
Defined Outcome	**Progress/results of TSA** (includes program outcomes and Employability Essentials)
Metric (How will you measure whether or not the outcome has been attained successfully?)*Enter answer below*	
TSA and PAT inclusion of Employability Essentials and successful completion of program competencies	

Action Plan/Action Items & Person(s) Responsible: *Example: 1) Action Item #1 (Damian VonFrank, Ted May)*	**Timeline & Resources:** *Example: 1) Fall 2018 – Need IT time to implement*
(As the Law Academy is new to Academic Affairs, there is currently no TSA documentation.) Create program matrix with PATs and the Employability Essentials Person Responsible: WITC LE Staff	Complete by December 2019 Curriculum Coordinator/
Conduct Scenario Test Outs to 720 Recruits of assure that they possessed the competencies achieve WI LE Certification and to succeed as LE Officer and document their pass/fail on the TSA/PAT checklists Person Responsible: WITC LE Staff	Ongoing with each academy TSA/PAT checklists
Analyze TSA completion data to identify any consistent gaps in instruction that are contributing to Not Met/Fail ratings Person Responsible: WITC LE Staff	Yearly (or semi-yearly) at the conclusion of the Academy Program Data Profile/Possibly IE reports

Note: (A mid-year and year-end update will be required each year during implementation.)
Implementation Update (June 30, 2019):
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See January 2020 update

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Divisional Dean Comments:

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Implementation Update (January 31, 2020):
The TSAs and the Employability Essentials are being revamped. *Due to staff turnover the team will re-assess the self-study and improvement plan and revamp in accordance with current goals.*

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ACADEMIC PROGRAM IMPROVEMENT PLAN

PROGRAM:	Criminal Justice - Law Enforcement 720 Academy
Defined Outcome	**Career Outlook/Future Occupational Trends**
Metric (How will you measure whether or not the outcome has been attained successfully?)**Enter answer below*	
Number of WITC graduates that take continuing education training with WITC after completing the Academy	
Action Plan/Action Items & Person(s) Responsible: *Example: 1) Action Item #1 (Damian VonFrank, Ted May)*	**Timeline & Resources:** *Example: 1) Fall 2018 – Need IT time to implement*

WITC LE staff meets with LE Executives to solicit their input on training needs and desires. LE staff stays current on LE Training initiatives through monitoring LE periodicals and DOJ training initiatives. Person Responsible: LE Staff	Ongoing - review currency of curriculum and training needs at least yearly LE Periodicals/ DOJ updates
Create database of WITC LE Academy graduates and add them to our mailing list for notification of upcoming in-services and specialized trainings being offered. Person Responsible: LE Technician and Staff	Database creation after Academy and completed by December 2019 Ongoing - as classes are offered. Marketing - create advertisements for upcoming classes Continuing Ed personnel-coordinate and schedule classes
Track and analyze number of WITC graduates who come back and take all or part of their continuing education training with WITC Person Responsible: LE Technician and Staff	Creation of tracking question on registration forms (Are you a WITC graduate?) by December 2019 Ongoing data check after each cont. ed training is complete. IE reporting Continuing Ed support staff for registration form edits

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