

2022



Iowa Law Enforcement Academy FY22 Strategic Plan

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Iowa Law Enforcement Academy
Professionalism Through Training

The Iowa Law Enforcement Academy's Vision and Mission supports Governor Reynolds' goals through:

- ✓ Training Iowans for the Jobs of Tomorrow
- ✓ Educating Law Enforcement Personnel serving Iowa's Communities
- ✓ Expanding Training Opportunities to Rural Communities

Vision

The Iowa Law Enforcement Academy is dedicated to providing training that creates professional law enforcement personnel to serve the communities and people of Iowa.

Mission

The Iowa Law Enforcement Academy provides basic and specialty training to law enforcement personnel serving Iowa communities in an effort to create a level of excellence.

Guiding Principles

Honor
Trust
Integrity
Respect

Core Functions

Provide essential, timely, and cost-effective law enforcement, jailer and telecommunication specialist training at entry, in-service and advanced levels.

Maintain and enforce reasonable standards for law enforcement services necessary for the protection of the public.

Uphold professional learning environments that encourage integrity and ethical values.

Provide quality leadership training to law enforcement administrators and staff.

Administrative support in regards to pre-employment testing and agency compliance according to State of Iowa Administrative Code 80B, 80D and Administrative Rules Chapter 501.



Assessments

The Iowa Law Enforcement Academy is a centralized law enforcement training facility, dedicated to serve the best interests of the State of Iowa.

Strengths and Achievements

1. Partnerships with state and federal agencies allow the Iowa Law Enforcement Academy to enhance training opportunities for Iowa Law Enforcement personnel. These agencies include, but are not limited to:
 - Iowa Department of Public Health
 - Iowa Army National Guard
 - 669 Assistant Instructors
 - U.S. Department of Justice
 - Iowa Attorney General's Office
 - Department of Public Safety
 - Department of Transportation
 - Department of Public Defense
 - Polk County Mental Health Services
 - Newton Speedway
 - Sheriff's Offices Statewide
 - Municipal Police Departments Statewide
 - FBI
 - Auzmor, Learning Management System
 - NAMI
2. The Iowa Law Enforcement Academy is responsible for the training of peace officers, reserve officers, jailers, and telecommunicators at various levels. In FY2021, the Iowa Law Enforcement Academy certified 367 peace officers, and provided training for 13,404 personnel in law enforcement and Iowa communities overall.
3. The Iowa Law Enforcement Academy website was remodeled to coincide with the new facility and addition of the online campus. This remodel included the addition of a central "career opportunities" page for all law enforcement, jailer and public safety telecommunicator positions within the state.
4. Approval from Veteran's Affairs to allow use of the POST 9/11 GI-Bill for the Basic Academy, retroactive to July 31, 2020; expanding opportunities for veterans.
5. The Iowa Law Enforcement Academy is responsible for overseeing all (5) Regional Police Academies in the State of Iowa. These Academies include:
 - Iowa Department of Public Safety
 - Des Moines Police Academy
 - Cedar Rapids Police Academy
 - Western Iowa Technical Community College Regional Academy
 - Hawkeye Community College Regional Academy
6. Transitioned the Reserve Officer program into our learning management system, further standardizing Reserve Officer training and certification for the State of Iowa.
7. Technological advancements in the processing of documents and administration of examinations and assessments to limit postal delays and eliminate thousands of dollars in postal fees for departments and the Academy.
8. Thoroughly reviewed and revised Iowa Administrative Code 501.
9. Construction of new West and East ILEA Parking lots.



Assessments

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Challenges

1. The Iowa Law Enforcement Academy trains over 13,000 law enforcement personnel annually. A modest staff of 30 administrative and instructional personnel hold the responsibility to manage, record, and facilitate all training that is conducted and overseen by the Academy.
 - a. Administrative Support: Operational support staff hold the responsibility to maintain the training records for all ILEA instruction.
 - b. Instructional Staff: Academy instructional staff are responsible for Basic Academy curriculum hours in addition to conducting specialty schools, which include, but are not limited to:
 - Jail
 - Telecommunication
 - Medical
 - Instructor Certifications and Recertification
 - Leadership Trainings
 - Human Trafficking
 - Domestic Abuse and Sexual Assault
2. The Iowa Law Enforcement Academy relies heavily on satellite training venues to conduct courses. The training completed off-site includes, but is not limited to:
 - Driving: Newton Race Track and Ankeny DMACC Campus
 - Daily Physical Training: Camp Dodge Wellness Center and Armories as available
 - Physical Testing: Iowa State University Physical Training Facility or Camp Dodge
 - Defensive Tactics: Camp Dodge Armories as available
 - Firearms: Camp Dodge Ranges
 - Forensic Science: DCI Laboratory



Assessments

Opportunities

1. Expand upon the online training campus for training in the areas of:
 - Bias and De-escalation Training
 - First-Line Supervision and Leadership Training
 - Ethics and Professionalism Training
 - Mental Health Training
 - In-Service Training
 - Reserve Officer Training
 - Jailer Training
 - Telecommunicator Training
2. Expand Specialty School training in the areas of:
 - Active Shooter Response Training
 - Crisis Intervention Training
 - Race Relations/Un-Biased Policing
 - Human Trafficking
 - Federal Color of Law (Aspects of Use of Force)
 - Executive Leadership Training
3. Develop and implement an Agency Outreach Program
4. Expand Human Trafficking and Domestic Violence trainings through state and federal funding
5. Continue to revise Iowa Administrative Code 501 to reflect updated practices
6. Construction of ILEA Training Building for Defensive Tactics and Physical Training



Goals, Measures, Strategies, and Action Plans

Improve accessibility of training experiences for peace officers, jailers, and telecommunicators statewide		
Measure	Strategy	Action Plan
Enhance on-line and rural on-site specialty training for law enforcement personnel	Expand on-line training curriculum and rural on-site specialty training	Develop and sustain on-line and outreach training programs
ILEA Staff Professional Development		
Measure	Strategy	Action Plan
80% of ILEA staff attend professional development within the fiscal year	Attend continuing education and professionally adaptive courses	Enroll in discipline specific training in addition to courses through the State of Iowa
Continue quality training experiences for peace officers, jailers, and telecommunicators		
Measure	Strategy	Action Plan
Percentage of successful completions from Basic Academies and Specialty School trainings	Effective communication between instructors and administrative staff	Review curriculum annually, with timely completion of after action analysis
Increase the number of implicit bias and de-escalation trainings provided in the fiscal year	Provide accessible training in implicit bias and di-escalation for all law enforcement personnel	Develop the presentation of implicit bias and de-escalation curriculum into learning management system
Improve command staff professional readiness for peace officers, jailers, and telecommunicators		
Measure	Strategy	Action Plan
Provide training on interviewing/investigating an officer subject to a complaint	Provide accessible training for all law enforcement personnel	Develop the presentation of interviewing/investigating an officer curriculum