



*Those who teach, learn*

# The ASLET Journal

*The Official Publication of the American Society of Law Enforcement Trainers*

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## Buffalo Curriculum Announced!!

### **Buffalo Curriculum Selected by Executive Board at Midyear Meeting**

At the Board's midyear meeting in Buffalo in May, the curriculum for the Tenth International Training Seminar in Buffalo was set. Letters to instructors, who submitted proposals, notifying them if they have been accepted should be arriving by the end of June.

ASLET's core founding members were instructors from the use-of-force disciplines. Since its inception, ASLET's membership and its seminar curriculum have broadened in scope to include nearly all training disciplines. Some of the founding members have expressed their concerns that ASLET's motor skills offerings have diminished. In fact, there used to be two motor skills tracks and that offering has been reduced to one track, largely because there weren't enough proposals to fill two tracks. However, considering the extreme importance of motor skill training to officer survival, ASLET's board has stepped in and not only restored motor skills to its original size, but has instead expanded it to three motor skills tracks! Motor skills

trainers will now be faced with how to see and do it all. Many bring along a training partner and what one can't attend, the other does.

Other than the expansion of the motor skills track, the structure of the remaining tracks remains what it was in Grapevine. As always, there will be a healthy mix of new talent and new ideas with the tried and true names and topics that are familiar to us all.

The Buffalo Host Committee will provide seminar attendees with a level of Buffalonian hospitality that will leave you feeling warm and welcome. We will be staying at two downtown hotels with much to do at your doorstep. For those who came to Anchorage and enjoyed the special welcome shown by the downtown merchants, you can expect the same treatment in Buffalo. For those who didn't make it to Anchorage, you'll just have to come to Buffalo to experience true downtown hospitality.

**Come help us  
celebrate  
seminar #10!**

***See you in Buffalo...***

### **Use-of Force Seminars East and West**

Based on feedback from last year's Use-of-Force Seminar participants, we are now offering two such programs. One will be in Meridian, Idaho and the other one will be in Mahwah, New Jersey. The dates are July 18-20, 1996 and August 15-17, 1996, respectively.

By regionalizing these programs and offering two locations, ASLET is fulfilling its commitment to make quality, affordable training more available to a greater number of trainers.

This year, again a first, both programs will actually be held on-site at training academies. By doing the programs at their facilities, they are in a better position to be in control of the training environment and to keep costs under control as well. Both academy staffs are ready to make these seminars the best yet.

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The "Final Exam" portion of the training program is purposely difficult. For example, a final score of 79% is below passing. Several "core questions," those dealing with DEADLY FORCE application, require a complete 100% correct answer or the student falls below passing. The demand is for technical and judgmental excellence... and that standard is in keeping with the seriousness of the subject being taught and tested.

- The "Final Exam" scores typically range in the high 80% and high 90% correct with an occasional 100% correct.
- participants failing in the "core questions" or failing to meet the minimum 80% overall correct are thereafter provided additional tutoring and remediation prior to re-testing and certification.
- participants successfully completing all three phases are certified as having completed the course of instruction and demonstrating appropriate technical knowledge

**Note:** Difficulty with "Final Exam" is often attributed to the very formal, old English language found in legal writing. This is inconsistent with modern speech and thought and creates a learning difficulty for many segments of the police population.

### The Benefits

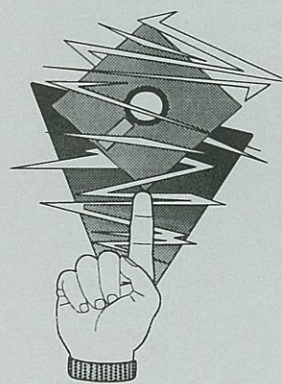
Police officers who have attended this training program report that the most immediate benefit to them was to return to duty armed with the knowledge of their FORCE empowerment. In field settings, these officers find themselves more confident and comfortable in making FORCE decisions. Officer safety has been

## 1996 ASLET Seminar Roster Diskettes Available

ASLET is offering 3.5" diskettes of the 1996 ASLET International Training Seminar attendees. The records are available in two different formats, which include participant and instructor names, addresses, and phone numbers, to better serve your data processing needs.

- ASLET96.TXT - An ASCII text file with data offset in quotation marks, with comas used as delimiters between fields, and a | character used as the end of record delimiter.
- ASLET95.WP - A WordPerfect merge file using standard WordPerfect end of field and end of record codes.

Seminar Roster diskettes are available for \$75 per diskette. We accept checks, money orders, or Visa/Mastercard. Contact the ASLET office to order your diskette.



enhanced by the removal of hesitation and experimentation from the FORCE continuum. Supervisors note improved report writing skills and tell of more professional discussions incorporating appropriate police terminology.

Police officers successfully completing this training program are certified as being trained, tested and competent concerning the use of force. This is an asset to the officer and the agency during the course of civil litigation.

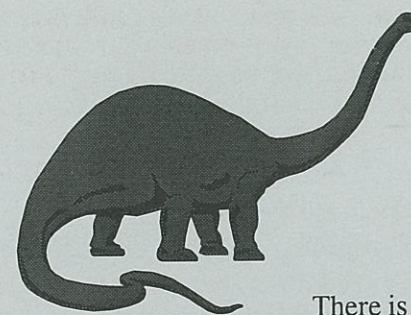
*About the authors: George T. Williams is currently the Police Training Specialist with the Tracy, California Police Department. Previously, he was a staff instructor for ten years teaching Officers Safety and Field Tactics at the California Specialized Training Institute CSTI and has additionally provided FORCE training program to 378 law enforcement agencies within California. Mr. Williams is a POST Certified Master Instructor in the use of force and has been widely published on that topic.*

*Joe Callanan retired from the LA County Sheriff's as a Lieutenant. He remains active within law enforcement as an author, consultant and trainer. Recognized for his earlier work in the field of Officer Survival and the development of first "A SHOOT -DON'T SHOOT" weapons reaction trainers, Mr. Callanan now serves as a court certified police procedures and tactics expert throughout the US and Canada. He is frequently on tour lecturing to military and police groups concerning the Constitutional Limitations to the Police Use of Force and High Risk Tactics.*

## The True But Sad Story of How Dinosaurs Eat Their Young

(A Parable)

By Steve Ramirez



There is a dangerous creature that lurks the halls and offices of many law enforcement agencies. It's been around for ages and the death and destruction that it has inflicted among our ranks has been staggering. It has descended from an ancient species, and its kind have been responsible for such horrendous acts as the fall of the Roman and Greek empires, not to mention the death of the Soviet Union and current malaise of the United States. This creature is often able to go unnoticed, partly because it can only be seen when we look in the mirror, and quite like having a hornet at the rear window of our cars, it's often more convenient to keep driving and hope it goes away than to confront it head on. The creature has no scientific designation, but if it did, it would likely be something such as *Managerous horrundum insicurus*. It kills quickly by crushing the hapless victim's dreams, hopes, zeal, and creativity. As leaders in law enforcement, we must all look in the mirror, see the monster in the hallway, and take action to stop these dinosaurs from eating our young.

### A Field Guide to the Dinosaur of American Law Enforcement

It was a warm summer's day when they first met to discuss the expedition. No one wanted to go on this hunt. It had to be done though, and both of them knew this. If they didn't hunt them down and kill them, sooner or later the entire department would consist only of glassy-eyed zombies plodding endlessly toward retirement.

"How do we know them when we see them?" The sergeant asked.

"I'm not sure," replied the chief. "I purchased a Field Guide to help us track them down."

"What have you learned from it?"

"Well, it seems that they can be found in any level of the department, but they're most common at the higher elevations."

"This sounds serious."

"It is Sergeant. We must take action at once."

"What do they look like?" asked the sergeant.

"That's the worst of it. They look just like us. According to the guide, we can identify them in three ways," replied the chief.

"The first way to identify these monsters is by

the things they say such as:

'That's the way we've always done it.'

'If it ain't broke, don't fix it.'

'Don't rock the boat by bringing wild ideas around here.'

'You can't do that, it's not department policy.'

'You're not paid to think, you're paid to work.'

"We must be getting closer Chief, cause I've heard those things around here before."

"The next thing we look for is the things that they do," said the chief.

"OK, what are the habits of these killers?"

"The guide says that when officers come forward with creative ideas that the beast will often bite off their heads."

"That would tend to stop creativity," said the sergeant.

"It gets worse, I'm afraid. When officers try to better themselves through learning and education, these monsters will often slap them down."

The sergeant's face looked grim. He took notes on a small yellow pad as the chief continued to read from the guide book. They both knew that they were coming up against a dangerous foe and they wanted to be prepared.

"What else is there?" asked the sergeant.

"The last habit indicator seems to be the propensity to punish those who make mistakes, even if the mistake was part of the experimentation and creative learning process."

"Cold-hearted bastards!" the sergeant had temporarily lost his composure. He checked to see that his pistol and extra magazines were loaded. Drops of perspiration ran along the edge of his ballistic vest. The chief looked at him intensely.

"There is one last trait that we can use to identify the creature."

"What is it?" asked the sergeant as he snapped his holster and prepared for what lay ahead.

"It seems that we can identify these creatures by the effect they have on our department members," said the chief. "When ever these monsters are within our ranks, we will notice that our officers will do exactly what they are told to do, but nothing more. Creativity will come to a halt and leadership will be replaced by a self-serving dictatorial management style. Communication will flow down, but rarely up or across the organization."

"It sounds like a malignant cancer," the sergeant said.

"It is," replied the chief. "If we don't stop it soon, we will stop learning and growing as an organization. Eventually, we will all perish."

The two now prepared to begin their expedition. Jumping into the chief's Humvee, they began to drive toward the shooting range where most of the department's members were meeting to undergo the quarterly 40 hour training block that had always been given by the assistant chief. As they drove, the chief began to wonder why the training programs all added up to 40 hour blocks instead of simply being created to use the actual time needed for the learning process to occur. Just then, he checked the rear view mirror and noticed a hornet flying on the inside of the rear window. The chief smiled as

he realized the answer to his silent question. He pulled the vehicle over to the curb and rolled up a length of newspaper. He knew then that if others who would be riding in the vehicle would ever be safe, he would have to show the courage to get rid of the hornet. There was no other way about it. The monster had to go!

**Jurassic Park**

**(Closed for Renovations) / Another Parable**

The adventurers pulled up to the gate. They were filled with anticipation until they noticed the sign which read "Jurassic Park Closed for Renovation." The gatekeeper approached them with a clip board in his hand and a smile on his face.

"What's the meaning of this," the driver demanded?

"We've come along way to see the dinosaurs."

"I'm sorry sir," the gatekeeper replied. "We don't have dinosaurs here anymore. We've replaced them."

"Replaced them?!" shouted the driver. "What could you possibly replace them with?"

"Well sir," answered the gate keeper, "we have replaced everything."

<b>We traded:</b>	<b>Myopathy</b>	<b>for</b>	<b>Vision &amp; Systems Thinking</b>
	<b>Confusion</b>	<b>for</b>	<b>Mission &amp; Goals</b>
	<b>Self-serving Management</b>	<b>for</b>	<b>Compassionate Leadership</b>
	<b>Procedure Manuals</b>	<b>for</b>	<b>Communication Skills</b>
	<b>Apathy &amp; Entitlement</b>	<b>for</b>	<b>Earning &amp; Performance</b>
	<b>Training Hours</b>	<b>for</b>	<b>Real Learning</b>
	<b>Fear</b>	<b>for</b>	<b>Creativity</b>

"You see sir," continued the gatekeeper, "when we have completed these changes, we think we will have a much better park."

Two thousands years ago, the greatest teacher and leader of all time used parables to make a point and cause us to think about what we are doing in life. Some of us have been thinking about these lessons ever since. It has been said that there is perhaps no greater force than an idea who's time has come. Hopefully these two small parables will cause others to think, and call each of us to action.

*About the Author: Steve Ramirez is the Director of Campus Safety & Security at Palm Beach Atlantic College. He is a member of ASLET with over 15 years of law enforcement training experience. He holds a Bachelor of Science Degree and has just completed a Master of Science Degree in Adult Education/Training from Palm Beach Atlantic College.*



# ASLET Logo Order Form

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ASLET Desk Folder w/writing tablet, and Grapevine logo (Burgandy)	In stock	\$ 9.00		
ASLET Training Hat (grey w/burgandy logo)	In stock	\$ 9.00		
ASLET Lapel Pin (burgandy w/silver ASLET phoenix logo)	In stock	\$ 3.00		
ASLET Training Shirt (golf-type, short sleeve w/pocket, 25% cotton/75% polyester, burgandy w/gray ASLET logo)	M - L Limited stock	\$ 15.00		
ASLET Ceramic Mug (burgandy w/gray ASLET logo)	Limited stock	\$ 5.00		
ASLET Luggage Tag (optional: send along your business card; it will be laminated on the opposite side of ASLET's luggage tag)	In-stock	\$ 1.50		
<b>1995 and Past Seminar Souvenir Items (available while supplies last)</b>				
'96 Seminar Logo Lapel Pin - Grapevine (white w/red, black on gold)	In stock	\$ 3.00		
⊕95 Lapel Pin (blue, white, & burgandy on gold w/8th ASLET Seminar logo; Anchorage, Alaska)	In stock	\$ 3.00		
⊕93 Lapel Pin (green/gold w/6th ASLET Seminar logo; Reno, NV)	In stock	\$ 2.00		
⊕93 Hat (green w/Washoe Co (NV) Sheriff's Office & ASLET logo)	In stock	\$ 5.00		
<b>Shipping Charges (Domestic)</b>	<b>Domestic</b>	<b>\$ 5.00</b>		
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