Growth Made Visible

VCPI ◈

"The wonder is that we can see the trees and not wonder more."

~ *Ralph Waldo Emerson*

We are wondering and the VCPI tree is thriving.

VCPI is an organization with a firm foundation and a strong core. For nearly a decade we have perfected our ability to deliver training and technical assistance to law enforcement agencies and the communities they serve. That is the core of VCPI and the mission we fulfill.

In previous years our development has been the strengthening of our trunk; our growth rings quietly layering each year. This year our growth was never more visible. VCPI stretched its branches to audiences, topics and regions never before reached. We created new courses, adding to our foliage. We sought out additional funding sources and relationships to support and nourish our growth.

Our roots are sinking deeper and getting the nourishment needed to secure VCPI's future. Our branches reaching farther and higher. Our leaves are greener and more abundant than ever before.

"Over the last five years the citizens of Galax have seen a significant reduction in crime. I attribute this success to the fact that we have embraced the SARA model for problem solving. VCPI has been the catalyst for our success. When my people attend VCPI training they come back full of fire and ready to apply what they have learned."

Rick Clark
Chief of Police
Galax Police Department

VCPI impact

The Virginia Community Policing Institute is dedicated to its mission to advance community policing in order to build safer communities and improve the quality of life throughout the Commonwealth of Virginia and society as a whole.

Our mission is the core of the VCPI tree trunk. We achieve this mission primarily by providing training and technical assistance to law enforcement and the communities they serve. Our curriculum focuses on expanding the understanding of complex issues facing today's law enforcement and communities, as well as strengthening the skills and development of professionals in the law enforcement field. VCPI furthers the principles of community policing through the provision of consulting and technical assistance to local, state and federal agencies and through pursuing partnerships with other organizations to enhance and promote public safety at all levels of the community.

The age of a tree is determined by counting the rings in the trunk. Each ring is a layer of wood added during the growing season. For nearly a decade we have been adding growth rings to our trunk; refining the art of delivering training and technical assistance.

Good conditions in a given year will produce a thicker ring. The 2005-2006 growing season was productive:

More than 100 Courses
More than 3,200 Course Participants
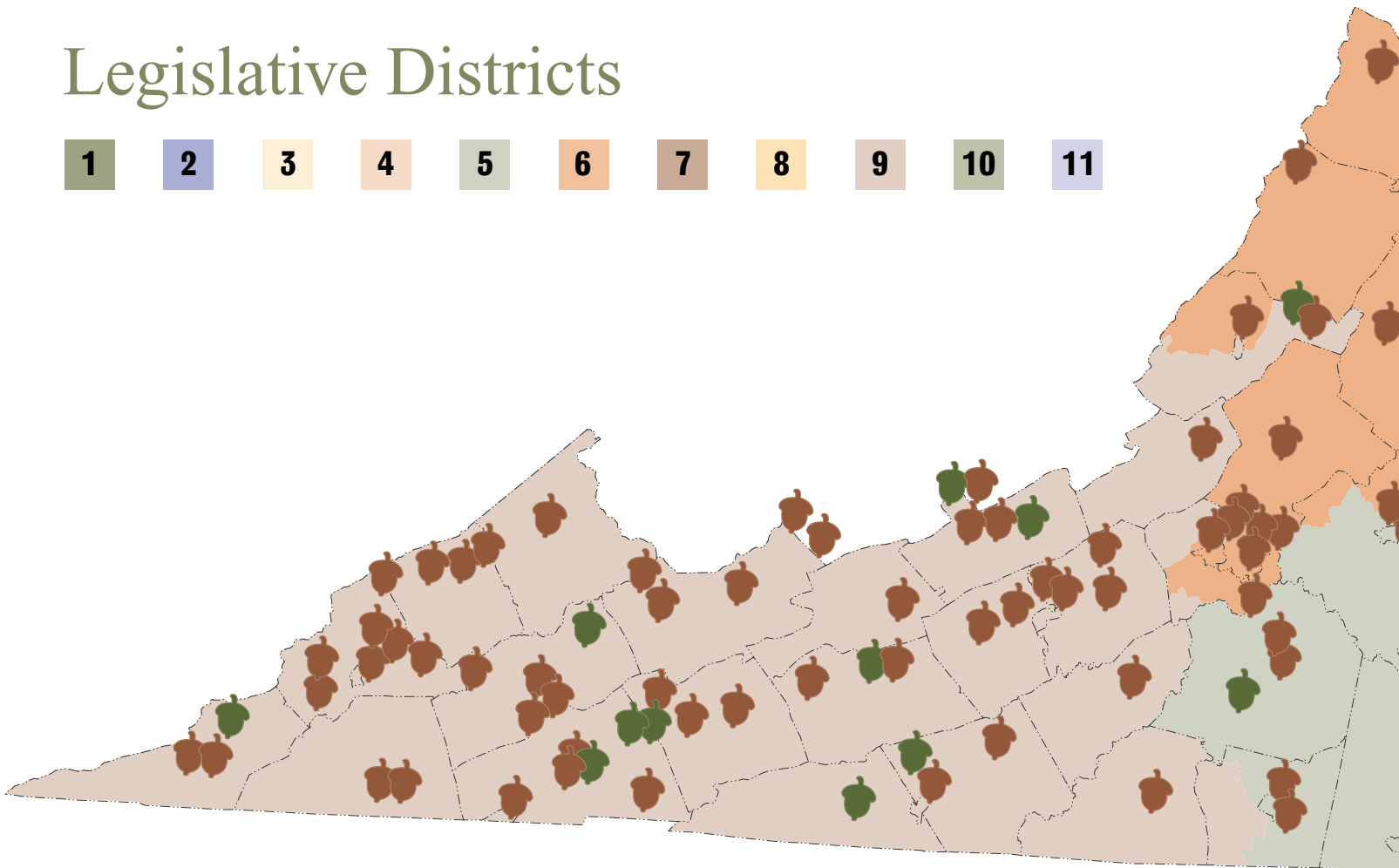More than 36,000 Hours of Training

A cross section of VCPI's trunk displays:

More than 800 Courses
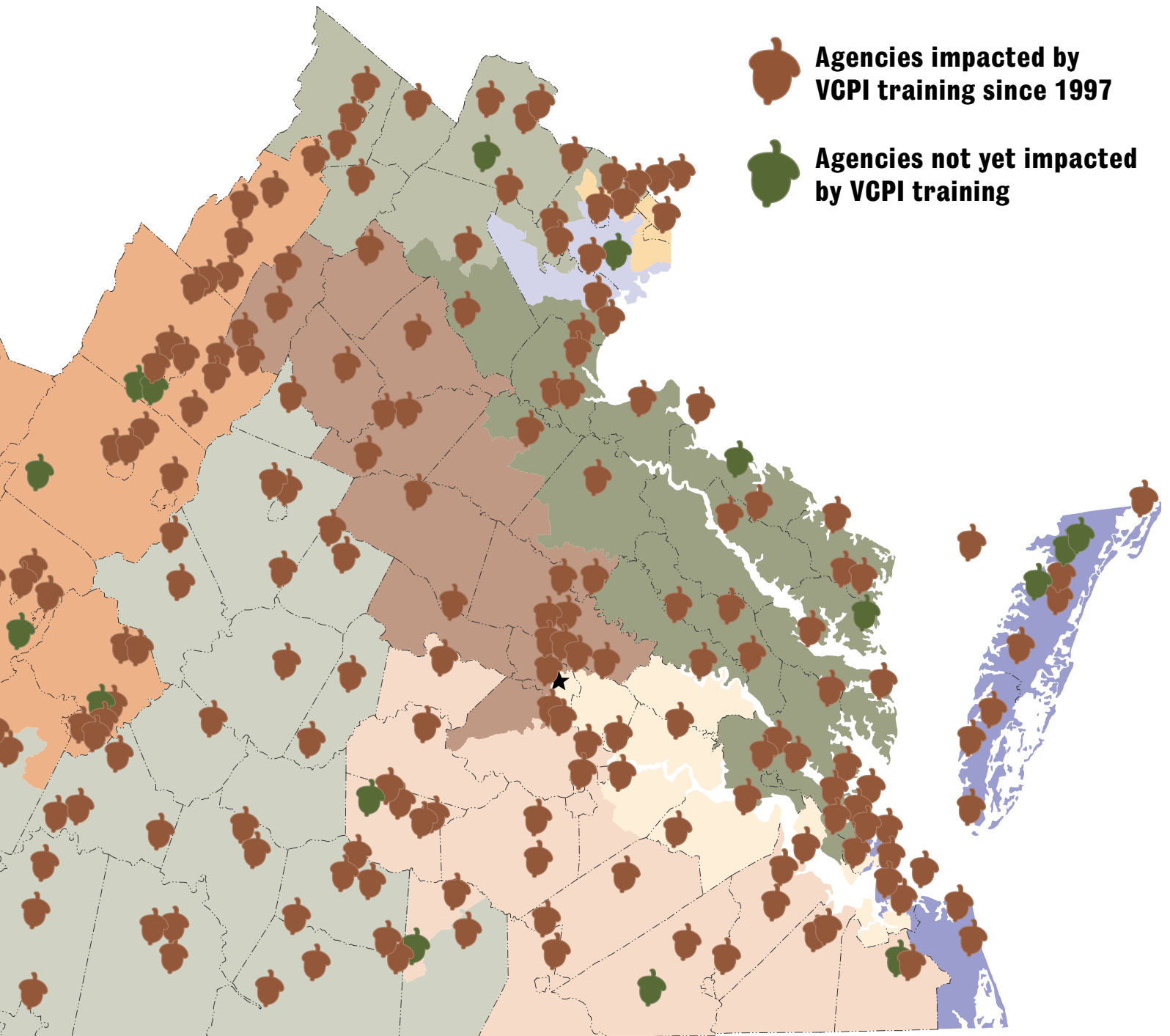More than 21,000 Course Participants
More than 248,000 Hours of Training

the trunk

Impacting The Landscape

The strength of our core is further demonstrated by the impact of our reach. Since our inception, VCPI has provided services to 92% of the law enforcement agencies throughout the Commonwealth of Virginia.

Legislative Districts

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |

Agencies impacted by VCPI training since 1997

Agencies not yet impacted by VCPI training

VCPI Vision: Every community in Virginia will effectively practice community policing philosophy and principles.

"I was very pleased with the professionalism exhibited by the Judicial Security Initiative Assessment team during their two day evaluation of the City of Hopewell Courthouse. The report, which was concise, thorough and completed in a timely fashion, is being used to advise the judges and city officials of Hopewell on the state of our courthouse security. I found the service to be extremely helpful. I extend my gratitude to VCPI and the VSA for their involvement in providing an invaluable service to the sheriffs in the State of Virginia."

Greg Anderson
Sheriff
City of Hopewell

VCPI impact

At VCPI we spent the year not only wondering more but implementing more. Our branches have spread into new public safety arenas with initiatives that stretch beyond pure community policing. Through diversification, the Virginia Community Policing Institute is impacting community safety in new ways.

Courthouse Security Assessments:

VCPI contracted with the Supreme Court of Virginia to provide project coordination services to the Supreme Court of Virginia's Courthouse Security Assessment Program. Initially, this program provides a professionally conducted, comprehensive security assessment at fifty courthouse facilities in the Commonwealth of Virginia in 2006. Assessments began in January and as of June, security assessments had been completed on twenty-three of those facilities. VCPI believes in the objectives of this initiative and plans to pursue additional funding and provide assessments to the remaining one hundred twenty-seven Virginia courthouses.

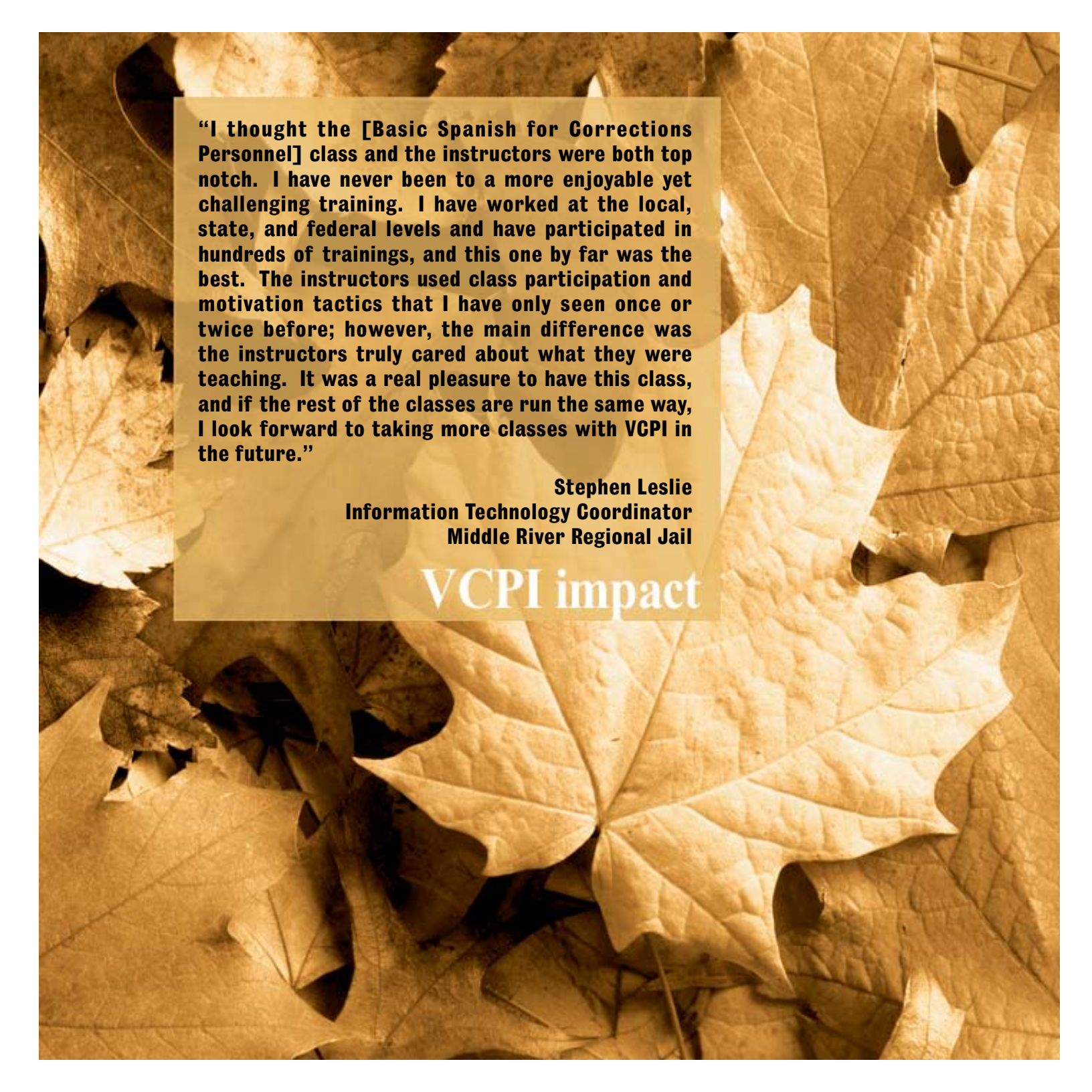### RCPI Private Security Partnership Project Initiative:

At the conclusion of this fiscal year, VCPI began development of a video designed to educate law enforcement about private security. This media tool will be used nationally to educate law enforcement about private security organizations, their resources, and the benefits of partnering to achieve public safety goals.

VINE:

Victim Identification and Notification Everyday (VINE) provides crime victims, their families and others with information on the custody status of offenders twenty-four hours a day, seven days a week. At their request, victims are automatically and immediately notified when the offender is released, transferred, escapes, or has any other change in custody. The victim may also check on the custody status of the offender at any time via phone or the web. The VINE program has been in Virginia at the state level for some time. In 2006 the Virginia Sheriffs' Association (VSA) was awarded a grant from the Bureau of Justice Assistance to implement VINE in all of Virginia's local and regional jails. In turn, the VSA contracted with VCPI to manage the program implementation and development requirements over the next two years.

Sex Offenders Registry:

In an exciting tie-in to the VINE program, the Compensation Board of Virginia contracted with VCPI, in partnership with the VSA, to interface with the Virginia Sex Offender Registry and provide automated and immediate notification to citizens when an offender moves into their area. Additionally, the new system will allow law enforcement officials to interface the Virginia Sex Offender Registry with jails and prisons across the United States and will immediately notify Virginia law enforcement when a registered sex offender is incarcerated.

the branches

"I thought the [Basic Spanish for Corrections Personnel] class and the instructors were both top notch. I have never been to a more enjoyable yet challenging training. I have worked at the local, state, and federal levels and have participated in hundreds of trainings, and this one by far was the best. The instructors used class participation and motivation tactics that I have only seen once or twice before; however, the main difference was the instructors truly cared about what they were teaching. It was a real pleasure to have this class, and if the rest of the classes are run the same way, I look forward to taking more classes with VCPI in the future."

Stephen Leslie
Information Technology Coordinator
Middle River Regional Jail

VCPI impact

Trees are productive bearing leaves, fruit, and blossoms that benefit those who come into contact with them. VCPI's tree continues to bud adding new leaves to its lush foliage.

Power Series:

VCPI's Power Series is designed to bring top-notch speakers and cutting-edge topics to the public safety community. This year VCPI brought three of these specialized training events to more than 245 participants. Retired Colonel Danny McKnight (US Army), portrayed in the hit action film Black Hawk Down, delivered his insights and perspectives on leadership and commitment during his inspiring presentation *LEADERSHIP: Taking Charge in Times of Crisis* held November 17, 2005 at Virginia Union University in Richmond, VA. *Combating the Methamphetamine Crisis* was held on February 7, 2006 in Radford, VA. Co-instructors Sergeant Jim Gerhardt of the Thornton, Colorado Police Department and retired Sergeant Nicola Erb, shared their practical experience and knowledge gained through years of investigating clandestine methamphetamine laboratories and evaluating studies about the effects of exposure to meth labs. The year concluded with *Street Gang Awareness for Law Enforcement & Educators: Working Together to Prevent Violence*. This was an encore presentation by Al Valdez, PhD., Retired Investigator for the Orange County, California, District Attorney's Office held June 29, 2006 in Virginia Beach, VA.

MOUSETRAP:

There are many resources available to teach our children about the dangers of the internet, but few that are targeted at educating adults. In 2003 VCPI created MOUSETRAP, an interactive CD-ROM designed to help parents, teachers and other concerned adults become informed about the internet and the dangers of online predators. Throughout the past fiscal year VCPI has continued to distribute the CD-ROM via our website. We have also reached out to community groups, including the Virginia PTA, to make parents aware of this valuable resource. The PTA distributed a copy of the CD-ROM to all of its 1240 PTA units across the Commonwealth creating a flurry of requests.

The 2005/2006 year saw the growth and development of many new leaves on the VCPI tree.

PTO

After more than a year of legwork and curriculum development, VCPI brought the next generation of post-academy training to Virginia. VCPI conducted four 40-hour Police Training Officer (PTO) courses this past fiscal year in Fredericksburg, Lynchburg, Charlottesville, and Portsmouth. The PTO course replaces the 30-year-old San Jose Field Training Officer Model (FTO), using more up-to-date training methodologies. These methodologies put newly graduated recruits in a position to learn more and learn it faster, enabling them to become far more productive law-enforcement officers in less time than under the FTO model. The institute's PTO training is a train-the-trainer course designed for educating multiple personnel from an agency wishing to take the significant step from FTO to PTO.

Human Trafficking Awareness:

The estimated total number of victims of human trafficking in the United States is hard to pin down; different sources report numbers anywhere between the tens to the hundreds of thousands of human beings being exploited for commercial sex or forced labor within our borders. The problem is compounded by the lack of training in recognizing the signs of human trafficking. This year VCPI rolled out a new course designed to fill this contemporary training need – *Human Trafficking Awareness*. The course, offered four times this past fiscal year, is an eye-opener for local law enforcement officers who may be the first responders in a human trafficking scenario without even being aware of it. Participants in the class often shared stark examples of situations they had encountered prior to receiving training that, once trained on human trafficking awareness, made them stop and wonder if something else was taking place. They began to wonder more!

the leaves

Introduction to Street Gangs:

In August 2005, VCPI launched *Introduction to Street Gangs*, a new course that includes an explanation of Virginia's anti-gang legislation, intelligence on the strength and numbers of gangs in Virginia and the United States, as well as why and how one would join a street gang. The course also provides descriptions of the origin and structure of some of the nationally-known gangs with a presence in the Commonwealth, as well as information on homegrown or local gangs that are unique to individual jurisdictions, and the influence popular culture may have in making "thug life" more appealing to today's youth. *Introduction to Street Gangs* quickly became one of the institute's most requested offerings appearing eight times on the VCPI course calendar during the 2005-2006 fiscal year.

The Search Warrant Process:

For years, one of VCPI's most requested courses has been *Street-Level Drug Interdiction/Affidavit Writing*. However, a common comment from participants following each course was that there was too much information to cover in a one-day, 8-hour training. The institute responded to this feedback. Last fiscal year, *Patrol Drug Interdiction* was offered as a stand-alone, 16-hour course. This year, *The Search Warrant Process* was introduced as a comprehensive 8-hour course that provides participants the legal background to properly write a state search warrant affidavit. Participants completing *The Search Warrant Process* training receive 4 hours of legal and 4 hours general in-service credit.

Court Security Assessor Training:

Realizing a shortage of individuals with the skill set to participate on a Courthouse Assessment Team, VCPI partnered with the Virginia State Police and the Virginia Capitol Police to offer this 8-hour course. The curriculum covers the objectives of the Supreme Court initiative and reviews the assessment tools, basic safer-by-design concepts, methods and procedures to increase courthouse security, and reporting guidelines.

Basic Spanish for Corrections Personnel:

VCPI prides itself on filling gaps in available training, and a great example of this is the creation of a new *Basic Spanish for Corrections Personnel* course. Corrections officers were often part of the class mix at VCPI's week-long *Survival Spanish for Law Enforcement* course, and while they learned basic language skills, the scenarios facing patrol officers differed completely from their roles in correctional institutions. The institute received several requests from regional academies and correctional institutions for a corrections-targeted Spanish language aquisition course and responded to the need by creating a 32-hour course covering the scenarios and phrases that would be needed in communicating with Spanish-speaking inmates. The first course was piloted at the Middle River Regional Jail in Staunton June 5-8, 2006, with more opportunities being offered in the fall of 2006.

Advanced Court Security Training:

Due to our extensive experience in developing and delivering statewide law enforcement training, the Supreme Court of Virginia tapped VCPI to develop and deliver an 80-hour advanced court security training program. This training disseminates critical information required to increase the safety of courthouses across the state. The *Advanced Court Security* pilot took place in June of 2006. Participants experienced a course packed with highly interactive learning experiences both in and out of the classroom.

Armor Group:

VCPI is known for collaborative, creative & interactive law enforcement training in a classroom setting. During the summer of 2006 we laid groundwork with Armor Group International Training, Inc. to "tear down" the classroom walls and expand our curriculum in new directions with the addition of tactical training. The pilots for the first of our tactical offerings are scheduled for the fall of 2006 and will include: *Basic Surveillance for Law Enforcement*, *Facility Vulnerability Assessment & Surveillance Detection for Law Enforcement*, *Hand-to-Hand Combat for Law Enforcement*, *Executive Protection Unit Operations 1: Protecting Executives & Other Threatened Persons*, and *Executive Protection Unit Operations 2: Motorcade Operations*.

VCPI offered more than 100 courses this fiscal year in nearly 40 different curriculum topics.
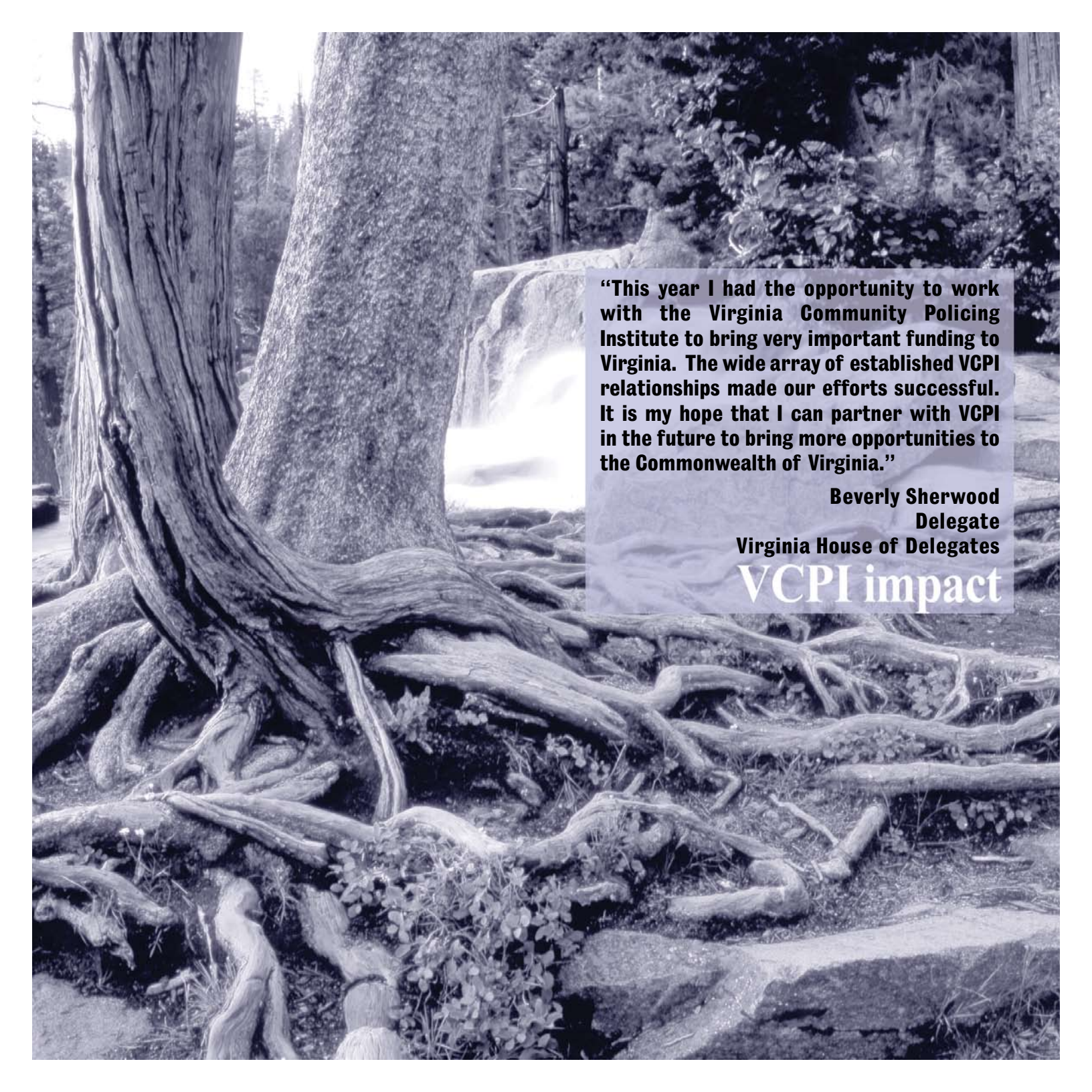
As the illustration indicates, our courses are thriving.

Law Enforcement & Community: Lessons of the Holocaust

Bias-Based Policing

Community Policing in African-American Communities

Introduction to CPTED

Community Policing in Asian Communities

Community Policing in Youth Communities

Mastering Performance Leadership

Community Policing in Hispanic Communities

Court Security Assessor Training

Problem Solving

Patrol Drug Interdiction

Basic Spanish for Corrections Personnel

History & Principles of Community Policing

Advanced Search & Seizure

Ethical Decision Making

Community Policing in the 21st Century

DNA Evidence . . . for Law Enforcement

Youth Gun Violence

Community Policing to Reduce Domestic Violence

Anti-Terrorism Training

The Search Warrant Process

Emotional Intelligence & Conflict Resolution

Survival Spanish for Law Enforcement

Street Level Drug Interdiction/ Affidavit Writing

Train The Trainer: Gang Awareness for Community Members

Interview & Interrogation

Introduction to Street Gangs

Code Enforcement

Community Policing Overview

Stress Management

Human Trafficking Awareness

Advanced Court Security

Media Relations & Community Policing

Partnerships in Community Policing

Critical Incident Management

Anti-Terrorism Awareness

The PTO Program

Prevention & Enforcement Strategies & Tactics

Evaluation Rating Scale:

4.5 to 5.0

2.0 to 3.0

4.0 to 4.5

1.0 to 2.0

3.0 to 4.0

"This year I had the opportunity to work with the Virginia Community Policing Institute to bring very important funding to Virginia. The wide array of established VCPI relationships made our efforts successful. It is my hope that I can partner with VCPI in the future to bring more opportunities to the Commonwealth of Virginia."

Beverly Sherwood
Delegate
Virginia House of Delegates

VCPI impact

While the network of tree roots is not typically visible, they are critical to the health of the tree. As a 501(c) 3, non-profit organization, VCPI relies heavily on its many supporters. The more roots a tree has, the stronger its foundation of support. VCPI has worked hard to develop strong, lasting roots with our partners, our Board of Directors and our legislators throughout the Commonwealth of Virginia.

PERMANENT DIRECTORS

Leonard Cooke
Director, Department of Criminal Justice Services

Patrick D. Harris
Executive Director, Virginia Crime Prevention Association

John W. Jones
Executive Director, Virginia Sheriffs' Association

Jay W. Malcan, Ph.D.
Professor of Criminal Justice and Director of Community Policing and Training, Virginia Union University

Rodney Monroe
Chief of Police, Richmond Police Department

Dana Schrad, J.D.
Executive Director, Virginia Association of Chiefs of Police

ELECTED DIRECTORS

F.W. Howard, Jr.
Sheriff, New Kent County Sheriff's Office

Timothy Longo, Sr.
Chief of Police, Charlottesville Police Department

Tim Paul
Section Chief, Crime Prevention and Law Enforcement, Department of Criminal Justice Services

VCPI OFFICERS

John W. Jones, President
Executive Director, Virginia Sheriffs' Association

Lynda S. O'Connell, Secretary/ Treasurer
Executive Director, Virginia Community Policing Institute

PARTNERS

Richmond Police Department

Virginia Association of Chiefs of Police

Virginia Crime Prevention Association

Virginia Department of Criminal Justice Services

Virginia Sheriffs' Association

Virginia Union University

the roots

Additionally, the roots are the feeding source for the tree. While federal and state grants continue to be the primary root of nourishment for the Virginia Community Policing Institute, we have been diligently working to shoot out new roots in order to diversify our funding sources. The strengths of VCPI were recognized by many organizations this year including the Supreme Court of Virginia, the Virginia Sheriffs' Association and the Virginia Compensation Board, all of whom contracted for services with VCPI.

Course Supplies, Printing, Equipment, Curriculum Development,
Staff Training, etc. **5.2%**
Training Development & Delivery Personnel. **38.1%**
Consultants/Contracts, Database, Accounting, Legal,
Instructor Fees. **18.2%**
Phone, Office, Operating Supplies, Postage, Insurance **14.5%**
Administrative Personnel. **13.3%**
Travel **10.4%**

TOTAL EXPENSES   *$1,082,701.30

* Exclusive of "Other" category which totaled .3%

5.2%

38.1%

18.2%

14.5%

13.3%

10.4%
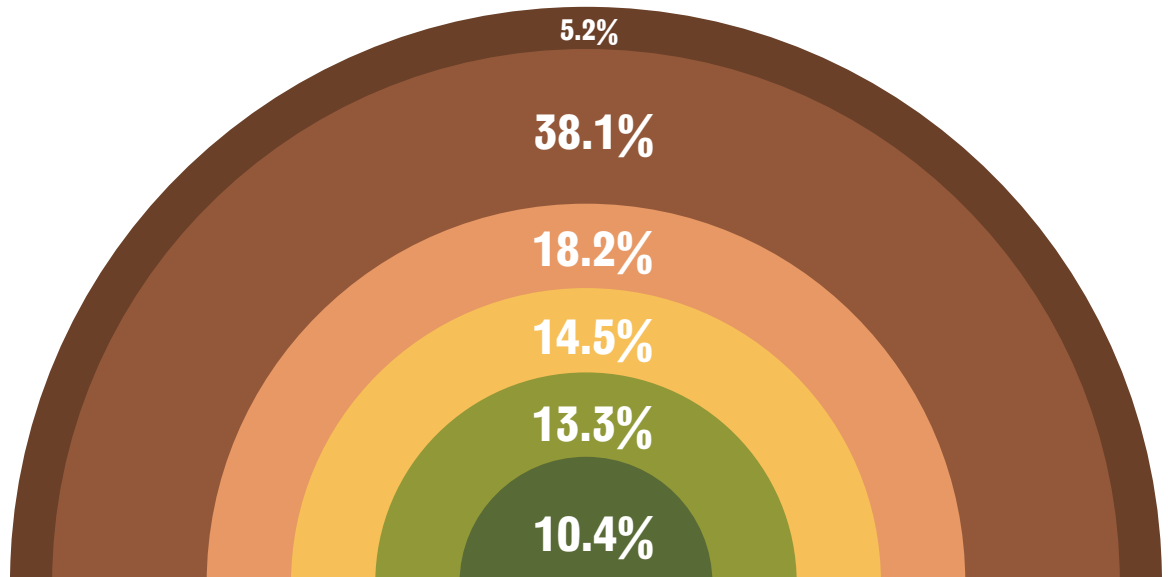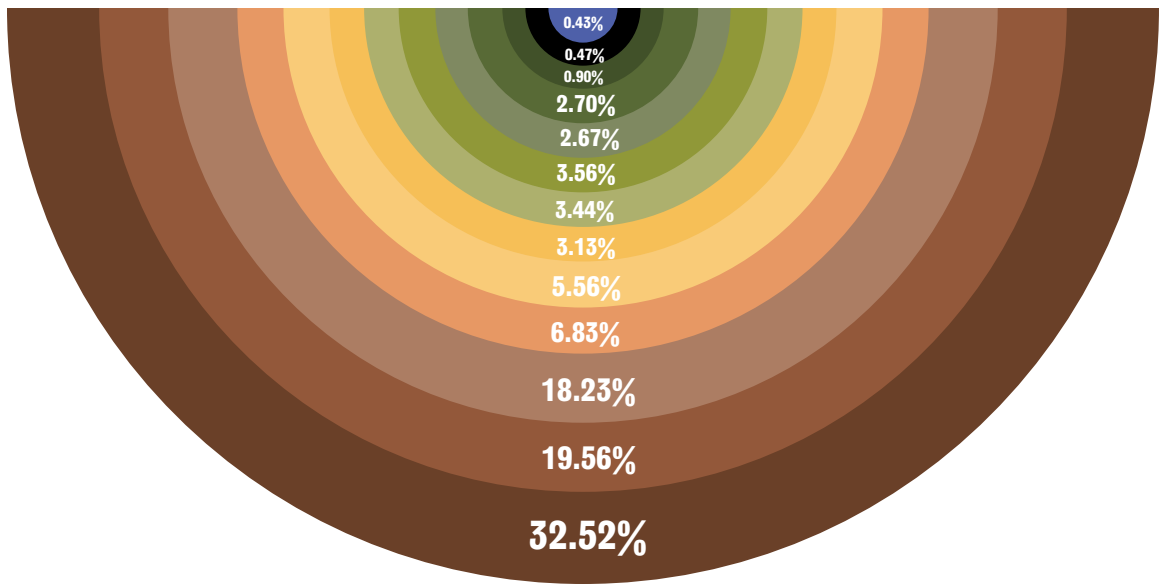
USDOJ, COPS Community Policing Training Initiative Grant (2004CKWXK040).... 32.52%
USDOJ, COPS Grant (2005CKWXK005)....................................... 19.56%
USDOJ, COPS Grant (2004CKWXK008)....................................... 18.23%
USDOJ, 2003 Integrity/Public Trust Initiative Grant (2003HSWXK030)........... 6.83%
USDOJ, RCPI Directors Conference (2002HSWXK033) 5.56%
Supreme Court of Virginia Courthouse Security Assessments 3.56%
Supreme Court of Virginia Advanced Court Security Training 3.44%
VA DCJS Byrne PTO Training Grant (06-A4772AD04)......................... 3.13%
VA DCJS Byrne Gang Training Grant (06-A4773AD04) 2.70%
VCPI General Income 2.67%
USDOJ, COPS 2005 Integrity/Public Trust Initiative Grant (2005 HSWXK015)...... 0.90%
USDOJ, COPS DNA Training Initiative Grant (2003 CKWXK043) 0.47%
USDOJ, COPS Private Security Partnership Project Initiative (2005CKWGK030) ... 0.43%

TOTAL REVENUE..**$1,162,949.23**
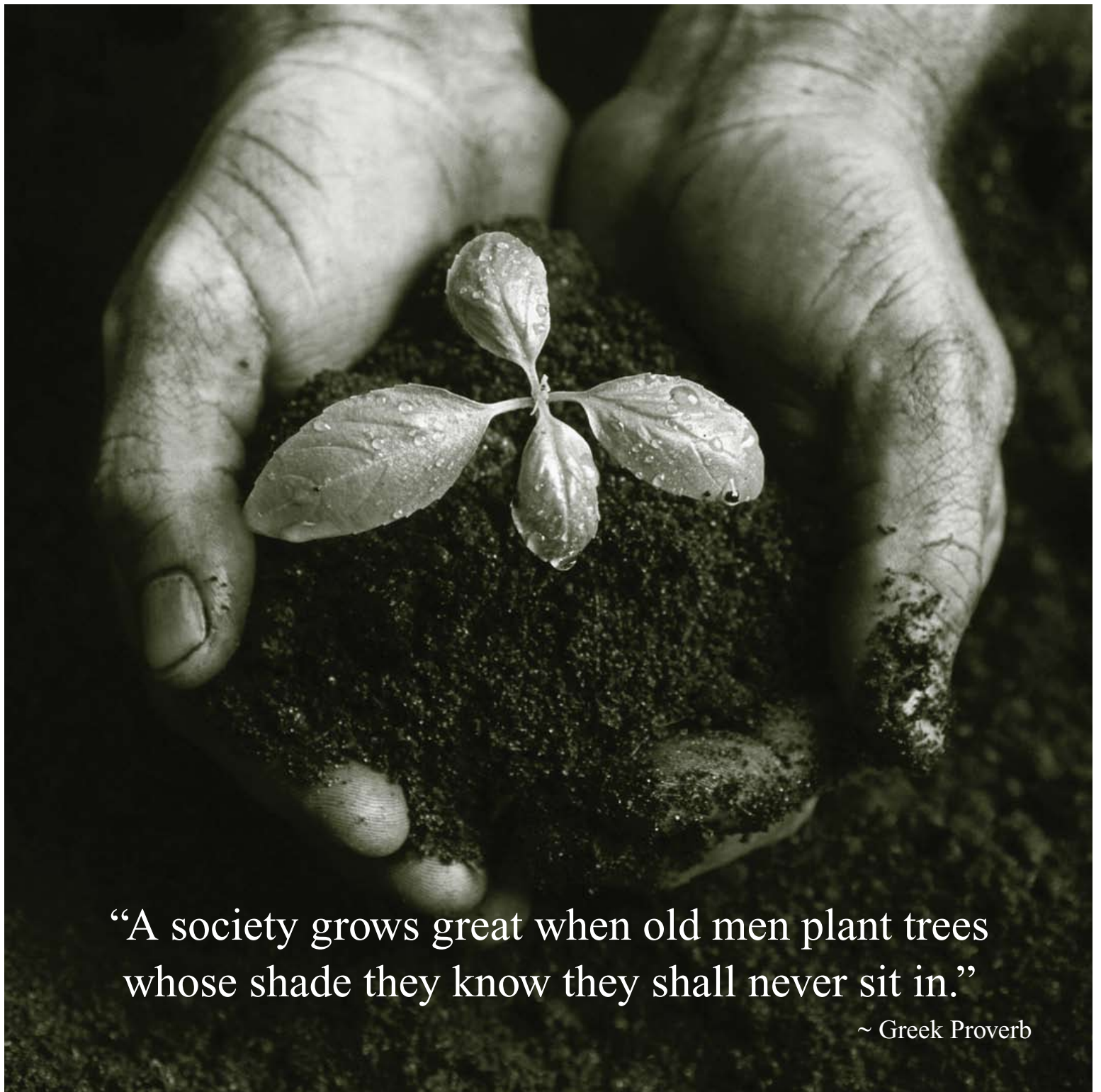
"A society grows great when old men plant trees whose shade they know they shall never sit in."

~ Greek Proverb

VCPI is planting entire forests.

Impact begins with the planting of a single seed. It takes many years for that seed to grow and produce fruit. As the statements at the beginning of each section of this report indicate, we are realizing the fruit of our efforts. We continue to receive strong evaluations of our courses and instructors, our products and services continue to evolve to meet the needs of our communities and we are reaching into new areas of public safety.

The Virginia Community Policing Institute cannot do all that we do without the support that we have received from the community, our legislators, our board of directors, our partners and those organizations who have reached out to VCPI for services and assistance. We are grateful for the support and funding we have received!

VCPI is committed to reaching out and dropping the seeds to impact society. We hope you will keep an eye on VCPI's growth and activities through our website at **www.vcpionline.org** and join us in this endeavor. Someday our growth will provide shade to all those in the communities in which we dropped a seed. VCPI has the clarity of purpose to see the trees and continues to wonder more.

VCPI ◈

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www.vcpionline.org