The Virginia Center for Policing Innovation spent the year celebrating 10 years of commitment to our mission **to advance public safety by providing unparalleled training and services for law enforcement professionals and the communities they serve.**

In delivering our services, VCPI stands on the principles of teamwork, respect and commitment to excellence.

With the guidance of our mission and principles, VCPI hopes to bring all those we work with to **Experience. Expand. Excel.** VCPI is committed to providing an *experience* like no other; to *expand* growth and development; to offer the opportunity to *excel* professionally and personally.

In 10 years of commitment:

VCPI has offered nearly 1050 courses
VCPI has trained over 27,000 participants
VCPI has conducted over 320,000 hours of training

In this 10th year alone:

VCPI offered nearly 80 courses
VCPI trained over 2,100 participants
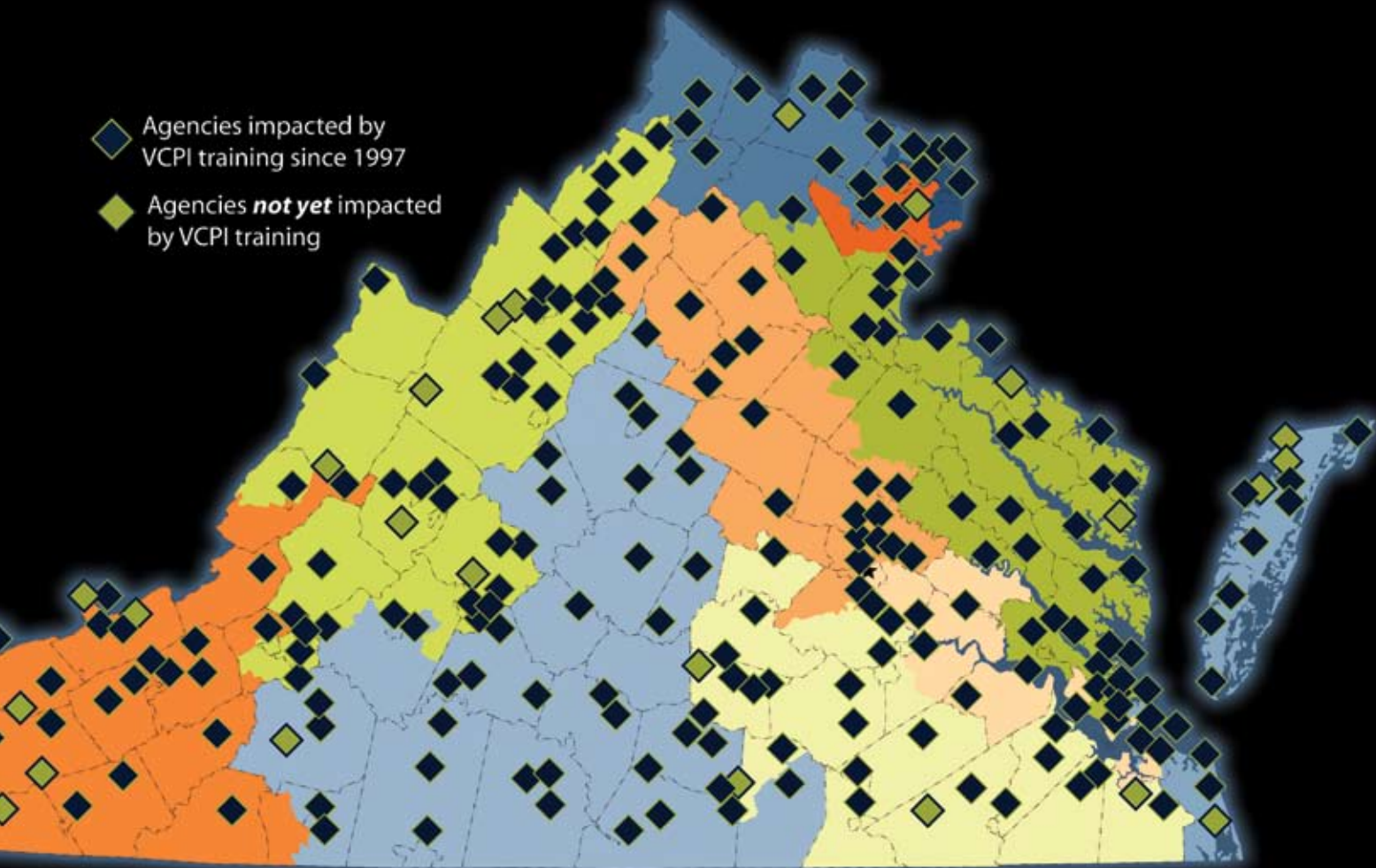VCPI conducted over 20,000 hours of training

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 courses offered during the 2007-2008 year

Overall course evaluations averaged 4.63 on a 5 point scale.

Advanced Youth Intervention Techniques for Professionals

Court Security Assessor Training

Dynamic Leadership in Public Safety

Advanced Highway Criminal Interdiction & Hidden Compartments

Communication Skills

Crime Prevention Through Environmental Design Overview

Human Trafficking Awareness

Bias-Based Policing

Cultural Diversity & Issues Relating to Racial Profiling

Ethical Decision Making

Advanced Search & Seizure

Community Policing to Reduce Domestic Violence

Dogfighting Investigations: Conduit to Drugs, Gangs & Guns

In-Car Camera Instructors' Course

Clandestine Laboratory Enforcement

Creating & Maintaining Excellence in Your Police Agency

FBI Richmond Weapons of Mass Destruction Conference

Judicial Threat Management

Media Relations and Community Policing

Street Gang Awareness for Law Enforcement & Educators

Interview & Interrogation

Management's Role in Keeping Good People Good

Preparing Threat Assessment Reports

The Search Warrant Process

Law Enforcement and Community: Lessons of the Holocaust

Outlaw Motorcycle Gang Investigations

Stress Management in the Climate of Terrorism

Verbal Intervention and Violence Assessment

Introduction to Street Gangs

Mastering Performance Leadership Phase I

Survival Spanish for Law Enforcement

VINE Training

Law Enforcement Train-the-Trainer: Gang Awareness for Community Members

Patrol Drug Interdiction

Terrorism: Understand, Investigate & Interdict

As VCPI celebrated 10 years of innovation and commitment to public safety, we added several new quality programs to our course offerings and training calendar. Many of these courses were created or offered as a direct result of VCPI's relationships with subject-matter experts and requests from the many agencies we work with.

Advanced Highway Criminal Interdiction & Hidden Compartment Training

This 24-hour course teaches participants to recognize indicators of criminal activity before and after traffic stops. Two days of interactive classroom instruction and practical exercises on roadside interview techniques, probable cause searches, evidence collection, legal considerations and biased-free policing are followed by one day of in-field practicals related to search techniques and hidden compartment concealment.

Dynamic Leadership in Public Safety:
The Components of Effective Leadership & Supervision

Leadership was a high priority topic for many organizations we talked with throughout the year. This 2-day course introduces new and emerging leaders to the basic tenets of effective leadership and supervision in a law enforcement/public-safety agency. Participants leave the training with a better understanding of and appreciation for the necessity of practicing basic leadership skills to encourage individual and organizational development and growth.

"The hands-on training is effective in teaching and grasping what was presented in the class."

"I have attended many VCPI courses over the last several years and these instructors and their curriculum was by far one of the best trainings I have attended. I look forward to sending several of our staff to this training the next time it is offered."

Cultural Diversity & Issues Relating to Racial Profiling

This course was developed to address the issues related to the controversy over the practice of racial profiling. Topics of discussion include the need for the training, the ineffectiveness of racial profiling in drug interdiction, and the impact of racial profiling on the community. The format of this course was developed with flexibility (both 2-hour and 8-hour formats exist) to assist agencies in bringing this important topic to their personnel.

Creating & Maintaining Excellence in Your Police Agency

Throughout history, a series of pivotal moments have had an enduring influence on the public's perception of police. This dynamic 8-hour course, created as a direct result of an agency request, focuses on the importance of preparation, articulation, and documentation for officers before, during and after three specific police/citizen encounters: consensual; investigative detention; and arrests. Participants learn how to assist their agency in minimizing and managing citizen complaints, as well as strategies for building effective partnerships within their communities.

Terrorism: Understand, Investigate & Interdict

Originally scheduled as a power series event in 2007, this course was so well received that it was added to VCPI's list of course offerings. This 8-hour course deals with the basics of terrorism interdiction and investigation; what to look for and where to find it. Topics of discussion include: terrorist groups functioning in North America; the ideology and structure of terrorist groups; terrorist financing; behavioral analysis for detection of terrorists; IED's; suicide bombers; and transportation as a target of terrorism.

In our 10 years of service, VCPI has worked to develop partnerships with many individuals and organizations. The success of this commitment was demonstrated this year as collaborative partnerships were integral to many of the initiatives VCPI was awarded. Through these initiatives, VCPI's impact on public safety grew both inside and outside of the Commonwealth.

Scenario-Based Executive Level Training (S-BELT)

S-BELT marks a true milestone for VCPI and its commitment to innovation. Scenario-Based Executive Level Training is a $2.2 million dollar national program that will provide advanced leadership training to public and private sector executives in all fifty states. Funded by the U.S. Department of Homeland Security, S-BELT is a partnership between VCPI and the Western Community Policing Institute (WCPI). The program focuses on developing leadership abilities for those involved in homeland security by examining leadership models used throughout history and applying them to homeland security issues of today. S-BELT uses advanced simulation technology to enhance the learning opportunities in the classroom and in an on-line course. The delivery of S-BELT is scheduled to begin in 2009.

Victim Identification and Notification (VINE)

VCPI continued its partnership with the Virginia Sheriffs' Association (VSA) to coordinate the implementation process of the Bureau of Justice Assistance (BJA) funded VINE system in Virginia's local and regional jails. VINE automatically notifies victims and others about any change in custody status for a particular offender. For example, a domestic violence victim can register in VINE to receive immediate, automated notification against their offender and will be phoned or e-mailed if that person is released from custody, escapes, is moved to another facility, or has any other change in custody status. VINE is a tool that victims can build into their personal safety plans, giving them a sense of control and security after being victimized. This year, VCPI brought an additional 29 jails online with the VINE system bringing the total to 55. The remaining jails in Virginia are scheduled to be online in the next few months.

In 2007, VSA received funding from BJA to support a photo enhancement to the VINE system. This feature allows users to ensure they receive status notifications on the correct offender through the use of booking photographs. Often there may be multiple offenders with the same name and of a comparable age and a photograph may be the determining factor for the victim to be certain that he/she is tracking the status of the appropriate offender. VCPI worked with VSA to coordinate the enhancement. Sixteen local and regional jails received this enhancement this year and the program will continue next year.

The VINE system also provides the infrastructure to support an enhancement to the existing Virginia Sex Offender Registry. Virginians have been able to search for addresses of registered sex offenders by zip code, but can now sign up to receive automated notification on a particular sex offender's change in address and other tracked information. The Commonwealth of Virginia Compensation Board funded VCPI to oversee the implementation of this enhancement, which became fully functional in March of 2008.

Unsolved Cases: Cold Case Analysis for Law Enforcement and Prosecutors

In September 2007, the National Institute of Justice awarded just over $1 million to VCPI to develop and deliver *Unsolved Cases: Cold Case Analysis for Law Enforcement and Prosecutors*. This program will enhance the abilities of police investigators and prosecutors nationwide to successfully investigate and resolve cold cases. VCPI teamed with the Virginia Institute of Forensic Science and Medicine to develop the curriculum for the program, which will be enhanced with the *Virtual Case File Simulator*, an advanced simulation technology. The Virtual Case File Simulator will encourage participants to engage in critical thinking and sound decision making through the application of the tools and skills presented in the course to cold case scenarios.
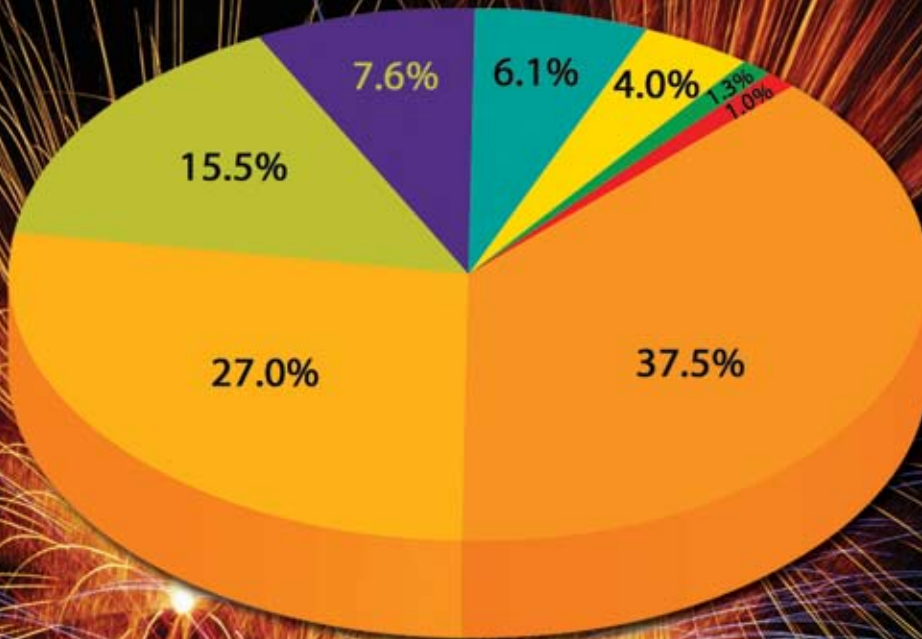
Unsolved Cases: Cold Case Analysis for Law Enforcement and Prosecutors will be delivered at four regional trainings in 2009: Richmond, VA; Chicago, IL; Portland, OR; and New Orleans, LA. In order to extend the reach and impact of the training, an on-line version of the course will also be made available in 2009.

Courthouse Security Assessments

VCPI continued to play a key role in the Virginia Judicial Security Initiative. The program, which began in January 2006, provides courthouse security assessments to assist Virginia Sheriffs and Judges in identifying the security needs and issues unique to their court facilities. VCPI was charged again this year with coordinating and implementing the service for another 19 courts bringing the total to 84 security assessments completed on Virginia's courthouses.

Richmond Empowers Youth

In October 2007, VCPI partnered with the William Byrd Community House in an effort to educate youth counselors and community members during a 2-day conference *Richmond Empowers Youth: Connecting with our Youth*. The conference dealt with critical youth topics such as effective techniques for connecting with adolescents, the habitat of the typical teenager: peer, internet and media pressures, youth gang involvement and recognition, and creating a positive cultural for teens. A series of powerful presentations drove the conference, including informative workshops with subject-matter experts on youth and gang activity, as well as inspirational stories from the father of a teen who committed suicide after being cyberbullied and a 3rd generation gang member who left the gang community as an adult.

VCPI Generated Income	**37.5%**
US DOJ, COPS Grant (2006CKWXK005)	**27.0%**
US DOJ, COPS RCPI New Network Initiative Grant (2006CKWXK002)	**15.5%**
US DOJ, COPS 2005 Integrity/Public Trust Initiative Grant (2005HSWXK015)	**7.6%**
NIJ Training & Assistance for Criminal Justice Professionals In the Collection and Use of DNA Evidence	**6.1%**
VA DCJS Byrne Gang Training Grant (08-C4773AD06)	**4.0%**
US DOJ, COPS Community Policing Training Initiative Grant (2004CKWXK040)	**1.3%**
US DOJ, COPS Private Security Partnership Project Initiative (2005CKWXK030)	**1.0%**
TOTAL REVENUE	**$1,724,581.31**

Course Supplies, Printing,
Awareness, Curriculum
Development, Staff Training   **1.7%**

Training Development &
Delivery Personnel   **27.0%**

Consultants/Contracts,
Database, Accounting, Legal,
Instructor Fees   **37.0%**

Phone, Office, Operating
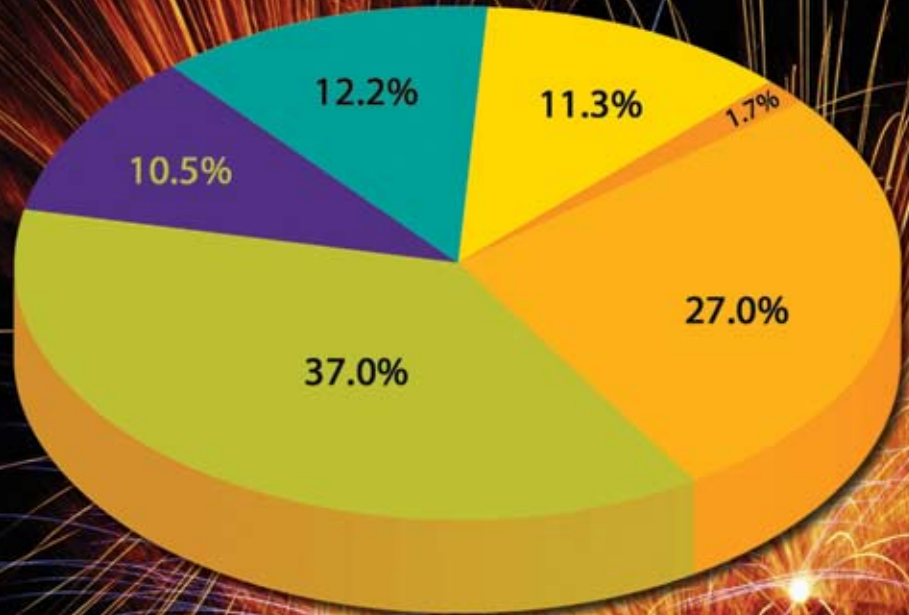Supplies, Postage, Insurance   **10.5%**

Administrative Personnel   **12.2%**

Travel   **11.3%**

TOTAL EXPENSES   *$1,483,089.43
Exclusive of "Other" category which totaled .3%

Over the past 10 years, VCPI leadership has been composed of a wide range of representatives from the public-safety community. This representation provides critical, insightful guidance to the organization's ability to achieve its goals and mission.

2007-2008 Board of Directors

Rick Clark
Chief of Police,
Galax Police Department

Leonard Cooke
Director, Department
of Criminal Justice Services

Patrick D. Harris
Executive Director, Virginia
Crime Prevention Association

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

John W. Jones
Executive Director,
Virginia Sheriffs' Association

Timothy Longo, Sr.
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Police Department

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Chair, Department of Sociology,
Social Work & Criminal Justice,
Virginia State University

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

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Association of Chiefs of Police

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Sheriff's Office

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Executive Director,
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Association

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Secretary/
Treasurer
Executive Director,
Virginia Center for
Policing Innovation

While we celebrate our accomplishments of the past decade, VCPI now focuses on what can be accomplished in the next decade. We are expanding and refining our services and strategizing new ways to bring you the very best training and services you can find.

VCPI ◈

Experience. Expand. Excel.