



**VCPI**

VIRGINIA CENTER FOR POLICING INNOVATION

# Annual Report

2010-2011

## Letter from the Executive Director

**ON THE PAGES TO FOLLOW**, you will find the numbers you'd expect in an annual report. You will find the number of courses conducted (both classroom and online), number of public-safety professionals trained, and the percentages of agencies impacted by services. You will find titles and topics of the VCPI courses conducted and an update on all other VCPI programs. You will review revenues and expenditures for the past fiscal year and much more. While all of these numbers are important and even critical in assessing VCPI's level of activity, fiscal responsibility, and scope, these numbers alone cannot reflect the impact and value that VCPI has on individuals, organizations, and communities nationwide. As we look at VCPI's 2010-2011 fiscal year, the defining moments of the year have nothing to do with numbers and everything to do with impact, value, ah-ha moments, building ideas, changing perspectives, and so much more that can't be depicted in a graph or number... but should be captured nonetheless.

**This year**, VCPI staff, instructors, and partners turned their own expertise, passions, and pursuits into providing the highest quality training and services needed by our participants. What we've found in the past year is that there are really three categories in addressing training and service needs: What participants know that they know; what they know that they don't know; and finally, what they don't know that they don't know. It is in addressing this last category where the greatest impact and value can be made and it is where VCPI has spent a great deal of time and focus this year.

**This year**, VCPI exposed people to new ideas and new ways of thinking, changed people's perspectives, expanded minds, and facilitated discoveries.

**This year**, VCPI gave law enforcement the tools they needed to address such critical issues as drug interdiction, hate crimes, agroterrorism, meth labs, and court security.

**This year**, VCPI supported each of those issues and much more with training designed to support a more effective approach to public safety; skill sets that include problem solving, crime prevention, intelligence collection, investigation, and countless others.

**This year**, a domestic violence victim broke down in tears as she recounted her story to VCPI staff and registered against her offender using the VINE program. She and tens of thousands of other victims in Virginia use the program to regain a sense of control and safety in their lives.

**This year**, VCPI participated in national think tanks to map the future of law enforcement as a profession, redefine leadership, and identify emerging issues and challenges.

**This year**, after attending the *FranklinCovey's 7 Habits for Law Enforcement* course, a sergeant used his newly acquired communication skills and perspective in addressing a difficult employee situation. He wrote to VCPI the next day to tell us that it had changed his entire approach to conflict.

**This year**, VCPI worked with public-safety leaders nationwide in enhancing their own capacities for leadership in ways that will impact them individually, their organizations, and their communities for generations.

These are just a few examples of the impact and value that won't be illustrated in the charts and graphs on the following pages. The numbers are important, but they don't tell the whole story. This year, VCPI facilitated *mind-blowing experiences*, allowed participants to **expand** beyond their own expectations, and set new paths and foundations for those individuals, organizations, and communities to **excel**. This year, VCPI continued strengthening its foundation, raising its own bar, and fueling its fire. This year was challenging, inspiring, and exciting... and it was a stepping stone to next year, which is promising to be even better than this year.

*Synda A. O'Connell*

# Our Mission

## THE VIRGINIA CENTER FOR POLICING INNOVATION'S MISSION

is to advance public safety by providing unparalleled training and services for law enforcement professionals and the communities they serve.

## Training

SINCE 1997, VCPI has held over 1,220 courses, trained over 34,600 participants and conducted nearly 390,000 hours of training. VCPI continues to recognize the importance of offering both classroom and web-based courses for a holistic training approach.

### Classroom Training

During the 2010-2011 year alone VCPI conducted 68 classroom based courses, training over 1,800 participants in nearly 20,000 hours of training. The classroom numbers for this year are composed of the following courses. The diversity of titles and number of offerings are indicators of VCPI's responsiveness in meeting the requests and needs of varying organizations and localities across Virginia and the nation:

- ◆ Advanced Highway Criminal Interdiction and Hidden Compartment Training (1)
- ◆ Advanced Search & Seizure (2)
- ◆ Campus Crime Prevention Training (1)
- ◆ Criminal Intelligence Collection Course– Demo (1)
- ◆ Excellence in Policing (4)
- ◆ Executive Protection Operations (1)
- ◆ First Responder Awareness and Operations: Clandestine Methamphetamine Laboratories (1)
- ◆ Forensic Crime Scene Investigation for First Responders (1)
- ◆ FranklinCovey's 7 Habits for Law Enforcement (4)
- ◆ FranklinCovey's Diversity Centered Leadership for Law Enforcement (3)
- ◆ Fraudulent Documents: Strategies for Detection and Investigation (1)
- ◆ Interview and Interrogation (1)
- ◆ Investigating Hate Groups (1)
- ◆ Judicial Threat Management (3)
- ◆ Law Enforcement Suicide Prevention Train-the-Trainer (1)
- ◆ Outlaw Motorcycle Gang Investigations (1)
- ◆ Patrol Drug Interdiction (1)
- ◆ Preventing Violence Against Law Enforcement and Ensuring Officer Resilience and Survivability (VALOR) (1)
- ◆ Problem Solving (1)
- ◆ Protecting Court: Principles of Court Security Management (3)
- ◆ Scenario-Based Executive Level Training (S-BELT) (11)
- ◆ Searches of Electronic Media and Computers (1)
- ◆ The Search Warrant Process (1)
- ◆ Transformational Leadership Workshop (2)
- ◆ Virginia Agroterrorism Conference (1)
- ◆ Virginia VINE Training (19)

### Online Training

During the 2010-2011 year VCPI ran 4 online courses, training nearly 1,100 participants in over 4,300 hours of eLearning. The online numbers for this year are composed of the following courses:

- ◆ CHRP Grants Management Online Training
- ◆ New Perspectives on Community Policing
- ◆ Scenario-Based Executive Level Training (S-BELT)
- ◆ Unsolved Cases: Cold Case Analysis Training for Law Enforcement and Prosecutors Online

VCPI offers an extensive and evolving course catalog which can be viewed at [www.vcpionline.org](http://www.vcpionline.org). Additionally, the VCPI website provides instant access to public-safety resources and is the hub of VCPI activity offering information on the organization, its staff and Board of Directors, course descriptions, registration, instructor cadre biographies, and events.

**TRAINING NUMBERS ALONE DON'T CONVEY** the broad brush stroke VCPI paints on public safety. VCPI has become a valuable asset to public safety across the country and its services are routinely requested by organizations nationwide. In addition to training, VCPI's talents also include curriculum development, enhancing learning through technology, consulting, project management and coordination, conference presentations, technical assistance, outreach and publications. Below are some of the highlights from this year:

### Unsolved Cases: Cold Case Analysis Training for Law Enforcement and Prosecutors:

This award involved the development and delivery of 3 program components: classroom training, online training and a virtual simulation enhancement. While the classroom and online training were previously developed and delivered, VCPI enhanced the trainings this year through the delivery of **The Unsolved Cases Explorer**. Designed as a web-based, downloadable program, **The Unsolved Cases Explorer** allows users to apply and transfer knowledge obtained through classroom and online course in a scenario-based, virtual learning environment.

### Scenario-Based Executive Level Training (S-BELT):

VCPI and the Western Community Policing Institute, Western Oregon University completed this 3-year, 3-pronged award from the Department of Homeland Security this year. Program requirements were successfully exceeded with VCPI conducting a total of 28 courses east of the Mississippi River and offering the online course and simulator available free of charge through VCPI eLearn.

### COPS Hiring Recovery Program (CHRP):

VCPI continued supporting and maintaining [www.COPSchRP.org](http://www.COPSchRP.org); a comprehensive online information, communications, and training center for all CHRP program participants. Additionally, this year VCPI focused on the development and delivery of an additional online course for the CHRP community entitled **Community Policing Defined**.

### Partnerships and Collaborations:

VCPI recognizes the value of partnerships in the development and delivery of training. The following is a list of this year's collaborative efforts:

- ❖ VCPI and the Western Community Policing Institute collaborated to develop an on-line course for the "new" era of community policing: **New Perspectives on Community Policing**. The course was offered free of charge through VCPI eLearn as well as on the [www.COPSchRP.org](http://www.COPSchRP.org).
- ❖ VCPI partnered with the Institute for Intergovernmental Research to cohost the Bureau of Justice Assistance's **Preventing Violence Against Law Enforcement and Ensuring Officer Resilience and Survivability (VALOR)** Training.
- ❖ VCPI partnered with the Carolinas Institute for Community Policing to conduct several **FranklinCovey's Diversity Centered Leadership for Law Enforcement** and **7 Habits for Law Enforcement** courses.
- ❖ VCPI partnered with the Virginia Department of Agriculture and Consumer Services and the Federal Bureau of Investigation Norfolk/Richmond to conduct the **Virginia Agroterrorism Conference**.

### Victim Information and Notification Everyday (VINE):

VCPI continued its 5th year managing the Virginia VINE program (including the Sex Offender Registry and Photo Enhancements). VINE, an automated victim notification system, provides victims and others with up-to-date information on the custody status of a particular offender. With 96% of Virginia's local and regional jails up and fully functional with VINE, VCPI continued to focus on creating program awareness and use. VCPI made great strides in raising VINE program awareness through trainings and participation in community events throughout Virginia. These activities resulted in a whopping 49% increase in VINE program registrations over last year.

### Conference Presentations, Outreach and Publications:

In order to strengthen VCPI's impact and value to public safety, VCPI spreads the word on relevant topics, resources, programs and course offerings. This is done through a variety of mediums including:

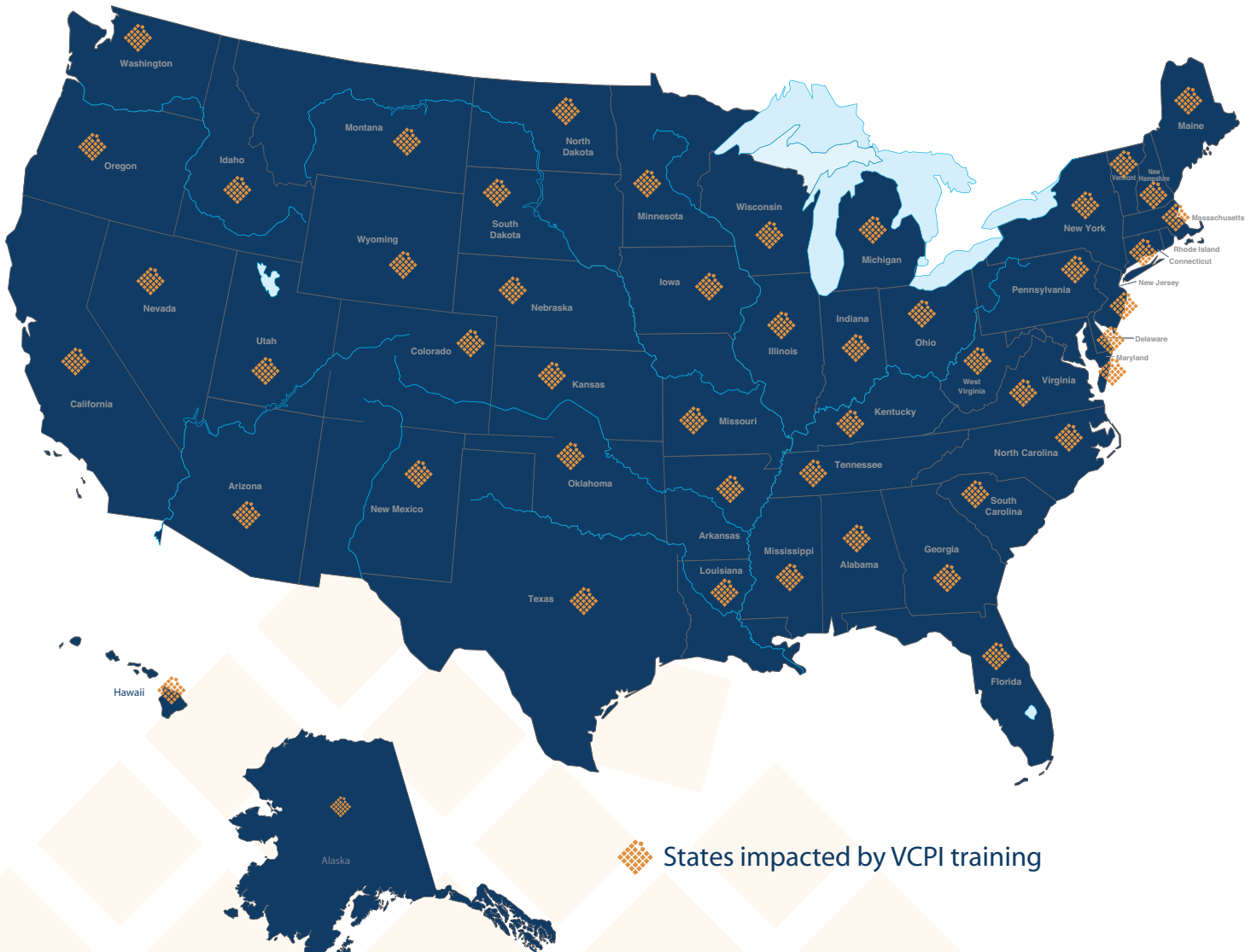
- ❖ Conference Presentations: VCPI staff members have conducted numerous presentations over the year including: the Virginia Association of Chiefs of Police Annual Conference; the Virginia Association of Chiefs of Police Leadership School; the National Sheriffs' Association - Executive Directors' Conference; and the Oregon Executive Development Institute.
- ❖ Web-based Outreach: In addition to the VCPI website [www.vcpionline.org](http://www.vcpionline.org) mentioned earlier as the hub of VCPI activity, VCPI unveiled two new Facebook pages this year: Virginia Center for Policing Innovation and Virginia VINE. Both Facebook pages allow VCPI to disseminate valuable information on activities, events and information about emerging issues.
- ❖ Publications: VCPI publishes a newsletter which is distributed to over 8,000 on a quarterly basis. The **VCPI Update** is a resource for thought-provoking public-safety articles, an avenue to discuss innovative public-safety initiatives, and a source for events and training updates.

## Instructor Cadre

THE VIRGINIA CENTER FOR POLICING INNOVATION has the privilege of working with some of the best law enforcement trainers and subject matter experts in Virginia and throughout the United States. It is with the dedication and support of this team of professionals that we are able to offer such a diverse course catalog. VCPI's instructor cadre exemplifies our commitment to excellence. Each year VCPI honors one who personifies that commitment.

The 2010 VCPI Instructor of the Year Award recipient was Chief Chris Perkins, Roanoke Police Department. Since 2007, Chris has provided more than 100 hours of energetic classroom instruction to hundreds of law enforcement, local and state government, and emergency management professionals throughout the Commonwealth and across the nation. He consistently represents both VCPI and the city of Roanoke with the utmost professionalism and integrity. In addition to his tremendous commitment of classroom instructional time, Chris also provides customized course design and development, as well as continual curriculum development assistance for many of VCPI's most highly requested programs.

**THE VIRGINIA CENTER FOR POLICING INNOVATION'S** efforts to enhance the capabilities and capacities of public safety extend far beyond Virginia state lines, impacting agencies throughout the United States and around the world.

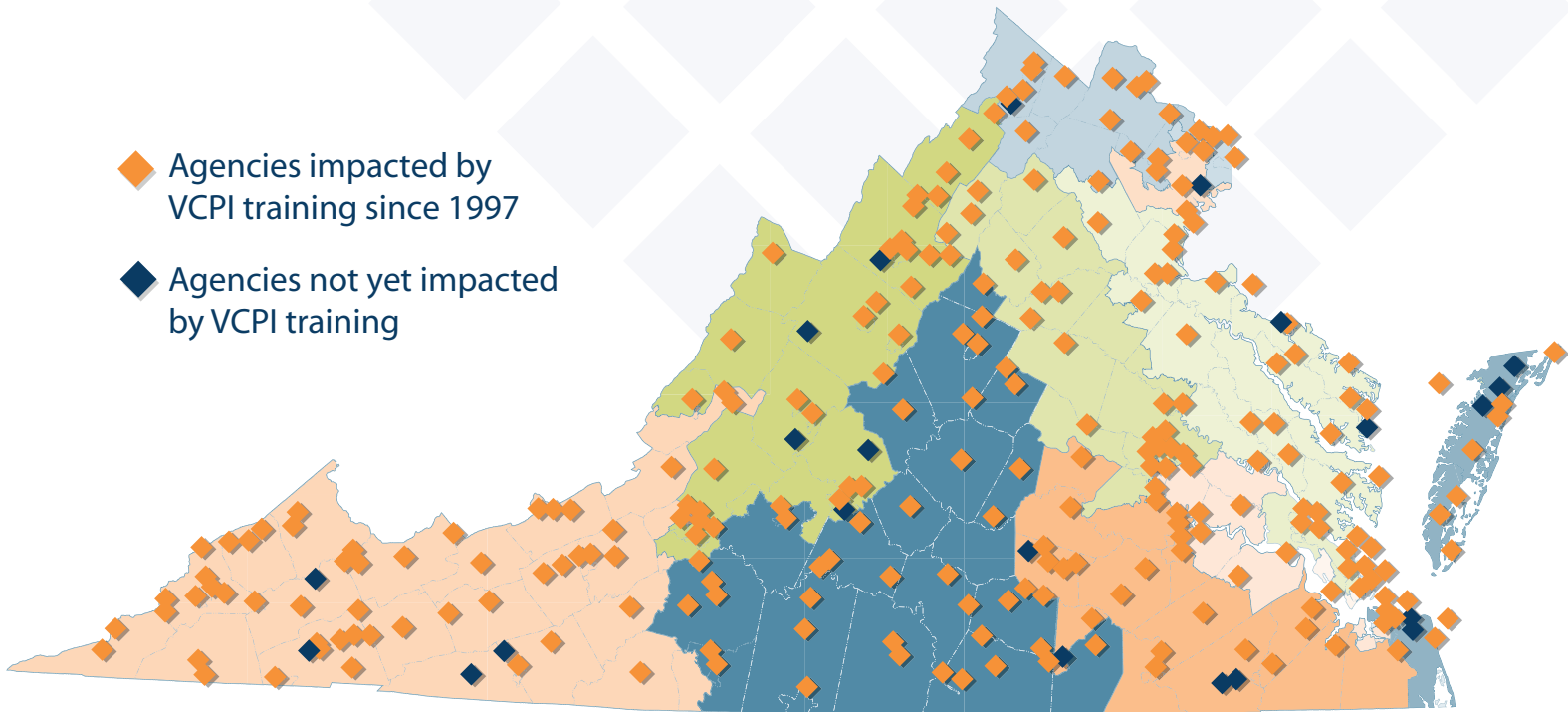


# U.S. Congressional Legislative Districts

**SINCE 1997, VCPI HAS PROVIDED TRAINING**  
to 93% of the law enforcement agencies of the  
Commonwealth of Virginia.

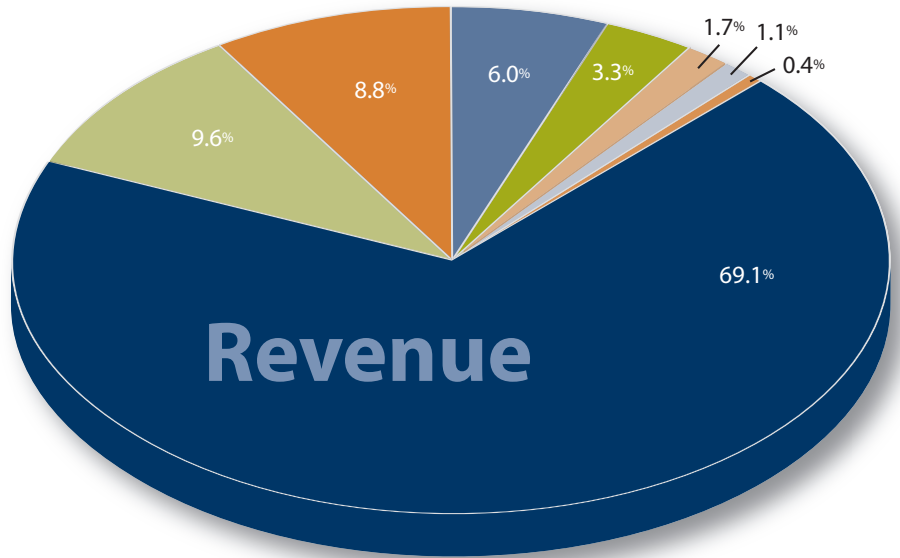
◆ Agencies impacted by  
VCPI training since 1997

◆ Agencies not yet impacted  
by VCPI training



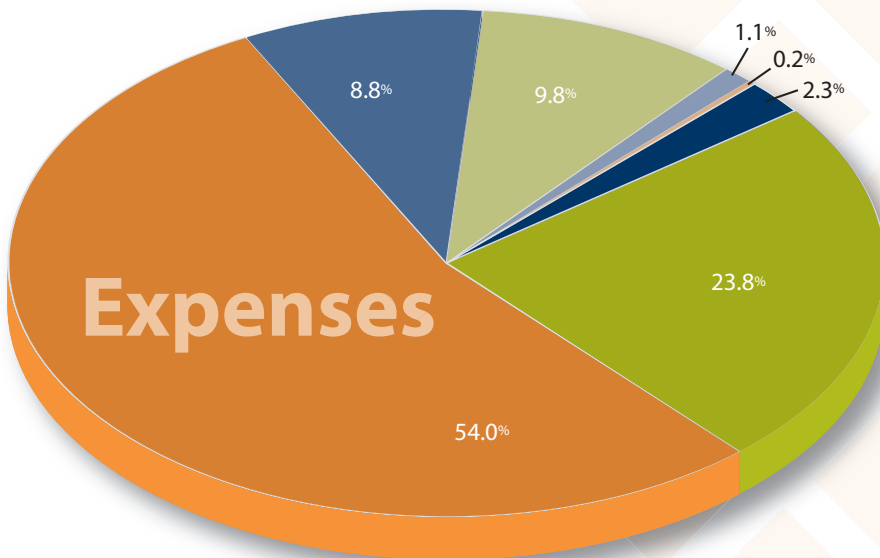
**VCPI IS A 501(C)3 ORGANIZATION.**

VCPI's strong fiscal management and innovative programs have resulted in a financial portfolio that includes diverse funding sources which include State and Federal funding as well as self-generated funds. Financial sustainability is essential to the continuation of VCPI's services to public safety and a fundamental fiscal strategy for the organization.



- VCPI Generated Income **69.1%**
- US DOJ, COPS Hiring and Recovery Program (2009RMWXX001) **9.6%**
- US DOJ, COPS Training and Technical Assistance, Community Policing Development (2009CKWXX017) **8.8%**
- NIJ Training & Assistance for Criminal Justice Professionals in the Collection and Use of DNA Evidence (2007IJCXX026) **6.0%**
- US DOJ, COPS Community Policing Development (2008CKWXX003) **3.3%**
- US DOJ, COPS Tactical Community Policing (2010CKWXX026) **1.7%**
- US DOJ, COPS RCPI New Network Initiative (2006CKWXX002) **1.1%**
- US DOJ, COPS Training and Technical Assistance, Community Policing Development (2009CKWXX017) **0.4%**

**Total Revenue: \$1,872,761**



- Course Printing, Instructors, Awareness **2.3%**
- Training Development and Delivery Personnel **23.8%**
- Consultants/Contracts, Database, Accounting, Legal **54.0%**
- Phone, Office, Operating Supplies, Postage, Insurance **8.8%**
- Administrative Personnel **9.8%**
- Travel **1.1%**
- Miscellaneous **0.2%**

**Total Expenses: \$1,724,508**



## Board of Directors

2010-2011

### Thierry Dupuis

Chief of Police  
Chesterfield County Police Department

### Douglas A. Goodman, Jr.

Chief of Police  
Ashland Police Department

### F.W. Howard, Jr.

Sheriff  
New Kent County Sheriff's Office

### John W. Jones

Executive Director  
Virginia Sheriffs' Association

### Jay W. Malcan, Ph.D.

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

### Dana Schrad

Executive Director  
Virginia Association of Chiefs of Police

### Ryant L. Washington

Sheriff  
Fluvanna County Sheriff's Office

### Garth Wheeler

Director  
Department of Criminal  
Justice Services

## Officers

### John W. Jones

President

### Lynda S. O'Connell

Secretary/Treasurer

## Staff

### Lynda S. O'Connell

Executive Director

### Susan C. Ayers

Project Coordinator

### Teresa L. Carey

Finance & Marketing Coordinator

### Patricia A. Conwell

Project Coordinator

### Sheila H. Gunderman

Training Manager

### Jeffrey J. Steger

Project Coordinator

### Adam P. Wojcicki

Director of Programs



*Experience. Expand. Excel.*

This project was supported by Cooperative Agreement US DOJ, COPS Grant 2010CKWXK017, NIJ Grant 2007IJCXK026 and the Virginia Center for Policing Innovation. Points of view or opinions contained within this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.