

2026

Cleveland Division of Police Training Needs Assessment



Hernandez, Jennifer L

5/11/2026

Cleveland Division of Police



The mission of the Cleveland Division of Police is to serve as guardians of the Cleveland community. Guided by the Constitution, we shall enforce the law, maintain order, and protect the lives, property, and rights of all people. We shall carry out our duties with a reverence for human life and in partnership with members of the community through professionalism, respect, integrity, dedication and excellence in policing.

Table of Contents

Message from the Commander of the Bureau of Support Services	3
Introduction.....	3
Curriculum Development Process	7
Curriculum Development Flow Chart.....	7
Community Input and Concerns	9
Problematic Uses of Force	11
Officer Safety Issues	75
Trends in Misconduct Complaints	77
Input from CDP Members	Error! Bookmark not defined.
Legal Updates and Law Enforcement Trends	719
CDP Training Requirements.....	27
Supervisor Training	7
Entry Academy Training	Error! Bookmark not defined.
Field Training	8
Supplemental Skills Training	97
Issued Policy Matrix Training Needs	39
Summary of Training Needs for 2025.....	15



Message from the Commander of the Bureau of Support Services

As I step into this role as the new Commander of the Bureau of Support Services, I recognize that the past year has been one of meaningful progress for the Cleveland Division of Police. While there have been some changes, the transition has been a positive one, supported by the strong foundation that was previously established. Throughout 2025, the Training Section demonstrated dedication and professionalism in addressing the evolving needs of our Division. Their efforts ensured that every officer, regardless of assignment or level of experience, had access to training that was clear, relevant, and inclusive. Because of that commitment, our officers continue to grow as professionals who are well-prepared for the challenges of the job and who embody the core values of the Cleveland Division of Police.



Additionally, the Division made tremendous progress throughout the 2025 calendar year in advancing the requirements of the Consent Decree. Through focused effort and collaboration, many areas that were previously identified as non-compliant or in partial compliance have now moved into general compliance or operational compliance. This progress reflects the dedication of our members and the effectiveness of our training initiatives. The Training Section deserves recognition for its continued commitment and innovation. Their work has been instrumental in supporting these advances and in developing officers who not only meet the evolving standards of the Division, but who also embody its core values.

As 2025 ends, I want to recognize the outstanding work and dedication demonstrated by the members of the Division. Their efforts have played an important role in strengthening relationships within the community. We will continue to provide high-quality training to strengthen those partnerships and support effective public safety services.

Jennifer Hernandez, Commander
Bureau of Support Services

Introduction

During 2025, the Division provided 40 hours of in-house continuing professional training, complemented by 24 hours of mandated Ohio Peace Officer Training Commission (OPOTC) online coursework through OPOTA Online. Additionally, online assignments were provided throughout the year, addressing policy updates and procedural changes, ensuring our officers stayed abreast of the latest developments in law enforcement.

Annual In-House Training Sessions:

Session I (16 hours)

- **Active Bystandership for Law Enforcement (ABLE) Training:** Officers received a four-hour refresher training on ABLE which is founded on three pillars: preventing misconduct, avoiding mistakes, and promoting officer health and wellness.
- **First Aid Training:** This comprehensive eight-hour training included CPR instruction along with a wide range of essential first aid and life support techniques.
- **Taser 7 Recertification and Use of Force Policy:** A four-hour module focused on Taser 7 handling techniques and key aspects of the Use of Force policy. The session included a roleplay scenario-based evaluation, enhancing officers' practical skills and certification deployments. To provide practical training to reasonably, safely and effectively operate the TASER 7 Conducted Energy Weapon (CEW) within Divisional Policy.

Session II (8 hours)

- **Firearms Training:** Officers completed eight hours state-mandated annual firearms recertification training.

Session III (16 hours)

- **Crisis Intervention Training:** This four-hour training focused on officer wellness and mindfulness while building resilience and enhancing performance.
- **Community and Problem-Oriented Policing (CPOP):** This four-hour training consisted of valuable insights into our Division's Policy and CPOP data collection strategies. Officers gained practical knowledge and skills to succeed in community engagement and problem-oriented policing efforts using reality-based scenarios.
- **Integrated Reality Based Training (IRBT):** The eight-hour training included eight hours of integrated reality-based scenarios assessing various aspects of use of force, search and seizure, and bias-free policing policies. Real video scenarios were reviewed, emphasizing key policy aspects and promoting ABLE strategies and intervention techniques.

Academy Classes:

The Training Section successfully graduated the 156th, 158th, and 159th Academy Classes while initiating the 160th and 161st Academy Classes. These academies, demanding nearly 1,100 hours of training mandated by the State of Ohio and CDP, represent our dedication to shaping the next generation of skilled law enforcement officers. All graduates from the 158th and 159th Academy Class are currently in the Field Training Program.

Field Training Program:

In 2025, 40 members of the 155th, 27 members of the 156th, and 1 member of the 157th Academy successfully completed the Field Training Program. Furthermore, 29 dedicated Division members achieved certification as Field Training Officers (FTOs) through a voluntary application process, which included a rigorous panel interview. This comprehensive evaluation involved a thorough review of their work history, supervisor recommendations, accolades, disciplinary records, use of force instances, community engagement activities, and other relevant factors.

These certified FTOs now contribute significantly to our extensive pool of Divisional trainers and are eager to guide the upcoming graduates of the Academy. Moreover, the Field Training Program is undergoing updates and amendments to align with current training demands. These modifications are based on recommendations by the Training Review Committee (TRC), insights into the best national practices, and the invaluable input of an internal CDP committee made up of diverse Division members. The goal is to complete the policy revisions and implement the updated Field Training Program by the end of 2026.

The Division also began the recertification program, where certified Field Training Officers (FTOs) will now renew their certifications yearly as opposed to past practice, which was every three years. This program will ensure that the Field Training Officers (FTOs) will have the most up to date training in key areas, including yearly legal updates.

After attending a week-long class that included leadership training, a use of force refresher, a search and seizure course, and other subjects, they had to pass a written test. They are continuing to use the new electronic Daily Observation Forms, Phase Checklists, and End of Phase Evaluation forms that were introduced in 2024. These forms are now completely paperless and processed through LMS via Evaluations Plus. With the new forms, accountability and transparency have been enhanced. They are submitted daily within minutes, providing a real-time view of the Probationary Patrol Officer's (PPO) progress as they move through the probationary process. These forms, along with the PPO's progress, are visible to all Division members, allowing for a much more accurate and comprehensive evaluation of the PPO throughout their probation period.

Training Review Committee (TRC):

The Training Review Committee (TRC) designates this document as the comprehensive source outlining the training needs of the Division for 2025. The Committee convenes at least annually to conduct a thorough needs assessment, which serves as the foundation for revising and maintaining an effective, practical annual training plan for the Cleveland Division of Police (CDP). This assessment identifies areas where targeted training can enhance individual performance and skill sets, ensuring alignment with the Division's current mission, organizational goals, and commitment to delivering professional, respectful, and constitutionally sound service. Equally important, the TRC evaluates areas of demonstrated success to reinforce and expand effective practices.

Effective training methodologies remain essential to improving members' knowledge, decision-making, and performance in the field. The primary objective of this needs assessment is to develop training strategies that address gaps between organizational expectations and individual performance, while also strengthening proven approaches. The assessment incorporates a broad range of data sources, including:

- Historical data and emerging trends
- Member and community feedback
- Course evaluations and survey results
- Training Review Committee input
- National, state, and local law enforcement best practices
- Legal updates and developments
- Prosecutorial feedback
- Ohio Peace Officer Training Commission requirements and mandates

While existing data sources help identify potential training priorities, direct input from Division members, community stakeholders, and Training Section personnel provides critical insight into key training topics and emerging needs.

Continuous Improvement and Transparency:

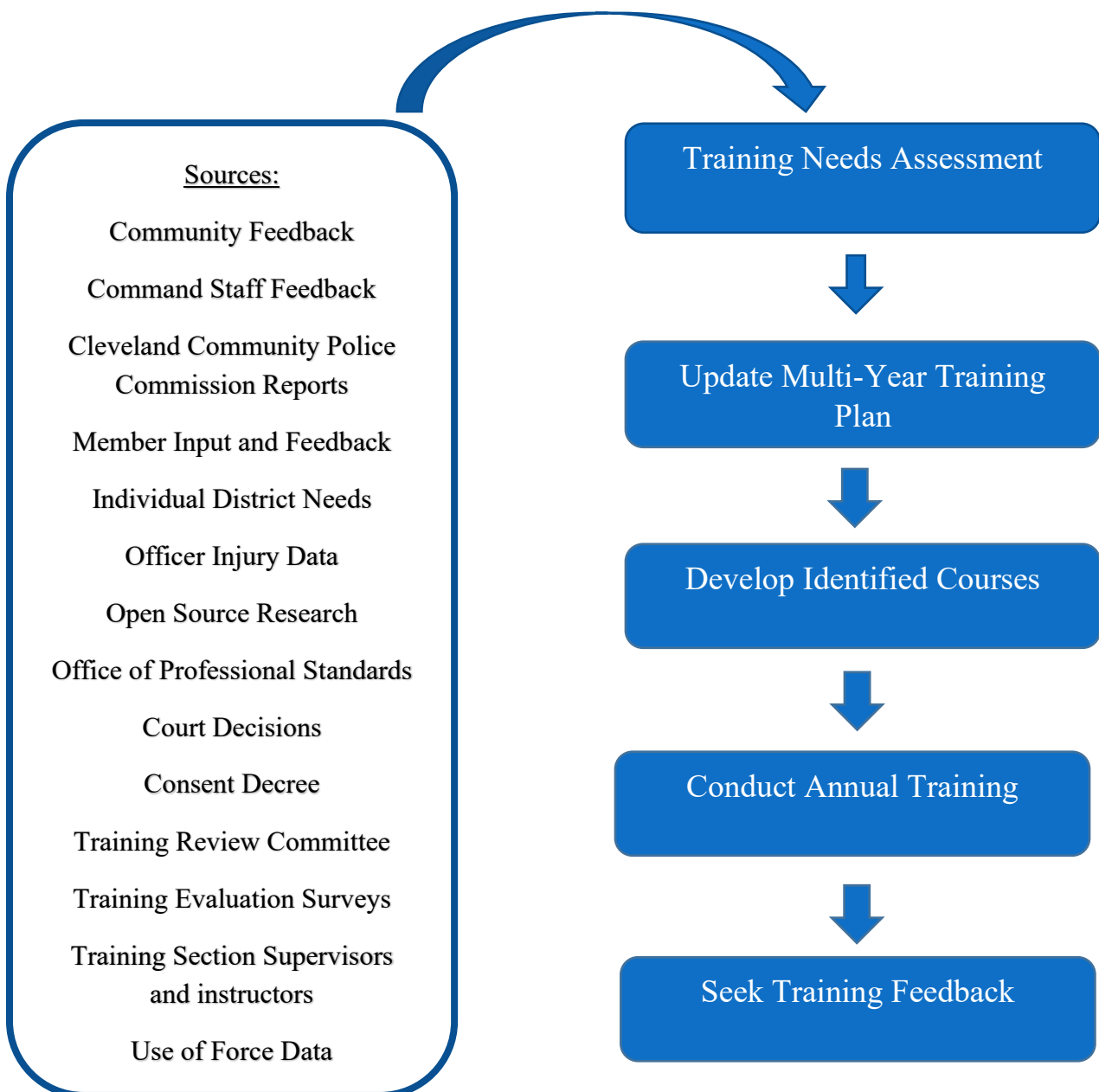
Training initiatives in 2025 presented both opportunities and challenges. The Training Section addressed these challenges through a proactive and data-driven approach. Feedback was actively solicited from officers, community members, and internal committees, including the TRC. Historical performance data, course evaluations, and survey findings were systematically analyzed to identify areas for improvement and inform future training efforts.

The Division remains committed to transparency, accountability, and open communication, ensuring that stakeholder perspectives are integrated into the development and refinement of training programs.

Conclusion:

In summary, 2025 marked a year of measurable progress for the Training Section. Achievements realized throughout the year serve as a foundation for continued advancement. As the Division moves into 2026, it remains committed to enhancing training methodologies, integrating best practices, and adapting to the evolving standards of modern law enforcement. By fostering a culture of continuous improvement and valuing stakeholder feedback, the Division is well-positioned to deliver high-quality training that supports both individual excellence and organizational effectiveness.

Curriculum Development Process



Curriculum Development Flow Chart

Curriculum development remains a central focus for improving efficiency within CDP and requires a sustained commitment to producing high-quality, standardized lesson plans. The use of a dedicated curriculum workgroup is instrumental in this effort, bringing together subject matter experts, community partners, and key stakeholders to actively contribute to the training development process.

The chart below outlines the current review process for CDP's internal curriculum. The Division is actively working to streamline and refine this process to improve both timeliness and overall effectiveness. As we look toward 2026 and beyond, these efforts reflect a continued commitment to enhancing curriculum development practices and ensuring training remains responsive to evolving needs and standards.

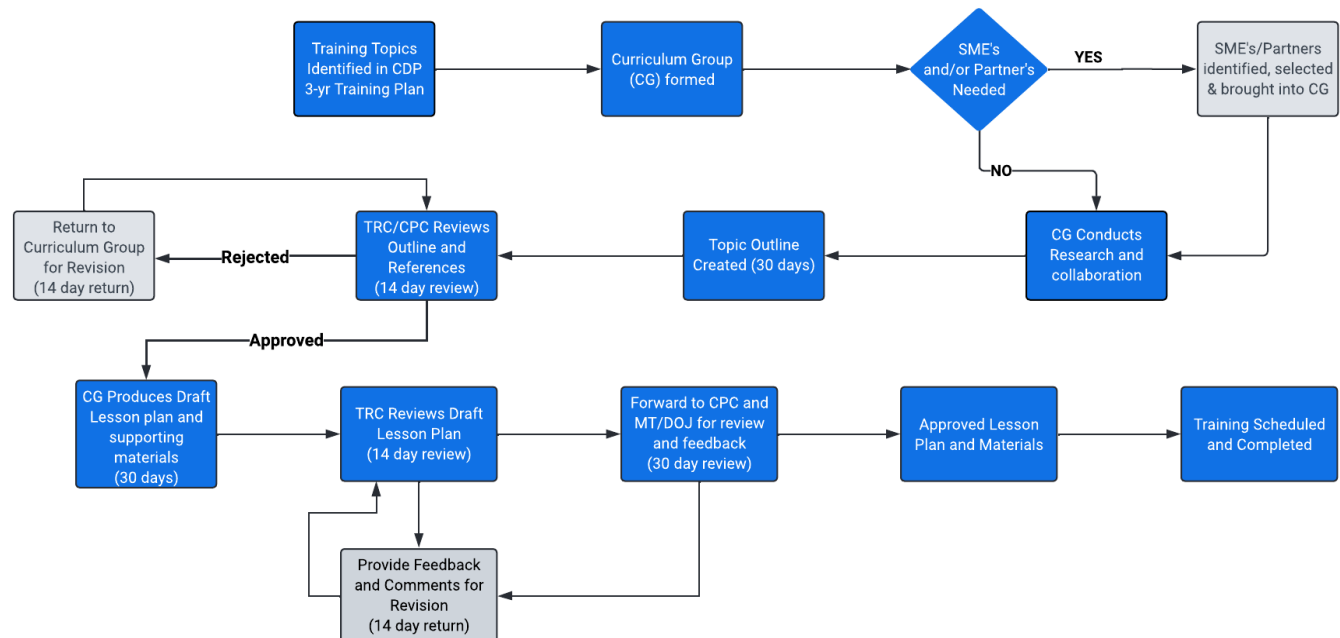
Curriculum Development Flow Chart

Cleveland Division of Police



This chart provides an overview of the CDP Lesson development process.

**From beginning to end the process may take between sixteen to twenty-four weeks.*



Community Input, Reports, and Concerns

Identified Community Input, Reports, and Concerns Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Electronic Surveillance Technology and Practices	Training involving Electronic Surveillance Technology needs to incorporate best practices and constitutional use	As Electronic Surveillance Technology is adopted, the inclusion of constitutional and best practice use needs to be at the forefront of member training.
UOF / De-Escalation / Search & Seizure	Include measurable assessments; emotional trauma due to excessive force on civilians and witnesses	Develop an evaluative matrix to assess performance; utilize outside resources, such as victim advocates, to aid in developing courses or awareness during annual in-service.
Bias-Free Policing	Contract out Bias-Free policing training	Partnering with a local college or organization to develop a curriculum and incorporate it into all aspects of scenario training.
District Awareness Training	Reduce classroom and increase field exposure	Video presentations and guest speakers will be used for future training; institute a program similar to the Academy's "Reverse Ride Along"
Supervisor Training	Include importance for de-escalation techniques; incorporate practical written report review	De-escalation is incorporated and will continue to be incorporated into all training; incorporate scenarios into supervisor annual in-service; provide practical report review course during annual supervisor in-service

**Remains unchanged from 2025 Needs Assessment.*

The Community Police Commission (CPC) was established under the authority granted by the amended Section 115 of the Cleveland Charter as an independent oversight body with expanded responsibilities related to police training, policy, and discipline. During the reporting period, the CPC remained actively engaged in training oversight through its internal training committee. Collaborative procedures and review processes have been evaluated to support effective oversight and coordination of Division training initiatives. The Division continues to work closely with the CPC and is taking steps to streamline these processes to improve timeliness and overall effectiveness in the coming year.

The Division is committed to ongoing collaboration with the CPC in all training-related efforts. Whenever training is developed or delivered, CDP works to incorporate CPC input to ensure community perspectives are meaningfully integrated. Additionally, members of the Training Section regularly attend CPC monthly meetings to provide clarification, address questions, and support transparency related to training curriculum and practices.

A previously identified area for improvement was the need to establish a consistent and reliable method for obtaining community input on Division training. Limited feedback mechanisms had constrained the ability to meaningfully incorporate community perspectives, contributing to a lack of public awareness regarding CDP training practices. In response, CDP and the CPC implemented joint informational training sessions designed to increase transparency and strengthen community engagement.

These sessions provide community members with insight into CDP training methodologies, particularly in areas such as use of force—while creating opportunities for direct dialogue with training staff. This approach supports greater transparency, builds trust, and allows community feedback to inform training priorities and content. Participant input has helped highlight opportunities to enhance areas such as de-escalation and alternative conflict resolution strategies, contributing to the development of training that is more responsive to community expectations.

From a needs assessment standpoint, this initiative represents a critical advancement in gathering real-time community feedback and identifying potential gaps in training. It also promotes greater awareness among officers of community perspectives, which may help reduce misunderstandings and improve interactions. CDP and the CPC remain committed to expanding these efforts, fostering ongoing community dialogue, and ensuring that training continues to evolve in alignment with the needs of the communities served.

Problematic Uses of Force

Identified Areas for Use of Force Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
WCS Training	Reinforcement of WCS General Police Order	Continue to reinforce and include activating WCS during scenario-based training
Communication/DV Response Training	Incorporate proper communication skills	Continue to reinforce during training and develop scenarios that evaluate strategic communication during scenario training.
Escorting Handcuffed Subject	Proper use of control escorting techniques on a handcuffed subject.	Continue to build upon escorting techniques during CPT.
Vehicle Extraction	Extricating an uncooperative individual from a motor vehicle.	Develop a best practices approach and provide training and options when officers encounter this in the field.
Escorting Techniques	Training on vehicle extractions of a handcuffed subject	Reinforce proper techniques for vehicle extractions
Securing Firearm after Confiscation/Subject Control Techniques while Detaining	Training on properly securing a firearm after confiscation and subject control techniques while detaining	Reinforce proper procedures on securing a firearm after confiscation and use of subject control techniques while detaining
De-escalation Tactics and Scene Control	Training on de-escalation tactics to control the scene and subject's actions	Continue to reinforce de-escalation tactics to control the scene and avoid escalation

**Information obtained from quarterly Force Review Board*

The Division's Force Review Board (FRB) ensures that investigations of use of force incidents are thorough, comprehensive, and of the highest quality. This is accomplished through, at minimum, quarterly meetings where the FRB reviews all Force Investigation Team (FIT) investigations, all level 2 investigations with a finding of misconduct, and a random sample of all Level 2 Uses of Force, where there was no misconduct finding. As a result of this process, the Bureau of Compliance Commander forwards recommendations to the Training Review Committee, where gaps in training or potential improvement areas are identified through its review process.

These recommendations are useful to provide insight into potential areas or patterns of concern relating to members' reported uses of force. In 2025, 37 incidents were forwarded by the FRB to the TRC for consideration, resulting in 10 recommendations regarding potential training considerations (Please note that the fourth quarter FRB information is not included at this time). Of these ten recommendations, a few that shared common themes were identified and helped provide the following recommended areas for training:

1. Reinforcement of WCS procedures
2. Lack of communication on scene – DV response training
3. Proper handcuffing techniques to avoid premature handcuffing
4. Proper escorting techniques on a handcuffed subject
5. Extricating an uncooperative handcuffed individual from a motor vehicle
6. Properly securing a firearm after confiscation and subject control techniques while detaining
7. De-escalation tactics and scene control

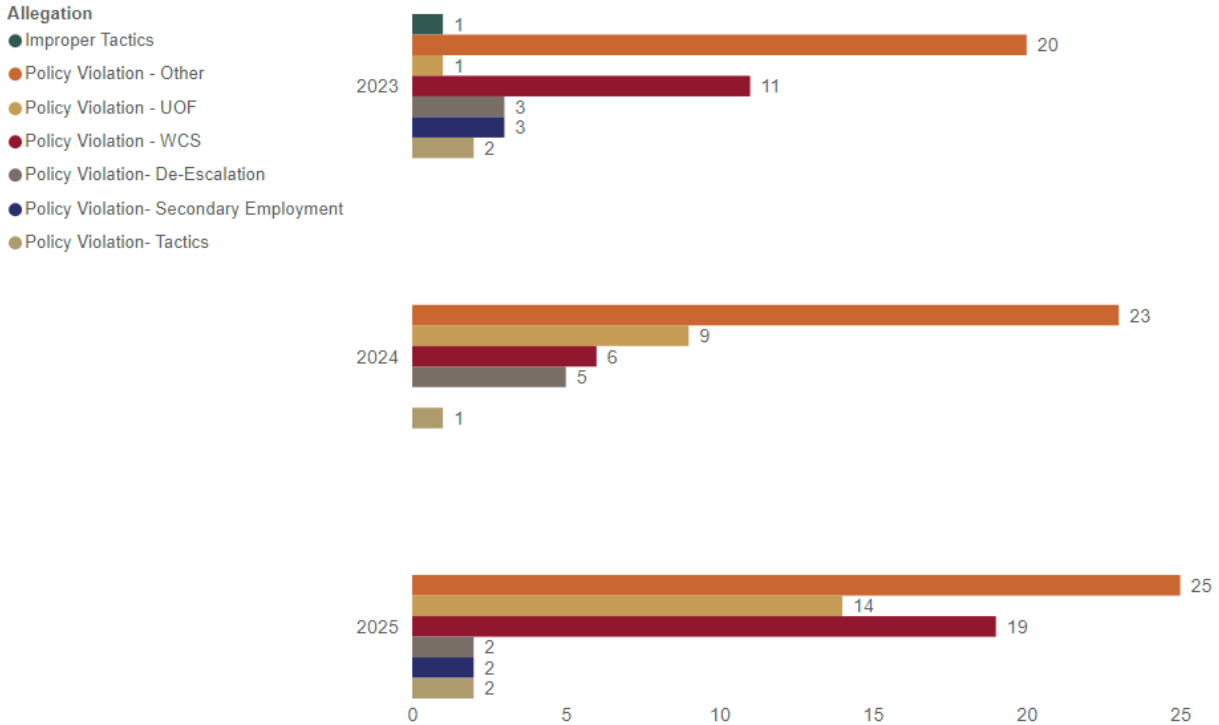
In addition to the recommendations provided by the FRB, statistics are used by the Data Collection and Analysis Coordinator to provide other potential training areas. While the limited number of occurrences may not be statistically significant, this information is still beneficial to help identify potential gaps between performance and expectations. Additionally, many captured data areas allow a quantitative representation of critical training topics, and it continues to be a valuable resource when considering training topics.

When examining problematic use-of-force incidents, cases in which the Internal Affairs Unit identified policy violations during investigations can provide valuable insight. The nature of these violations may also reveal patterns or highlight areas where additional training could help reduce future violations and improve officer performance.

Due to an increase in Wearable Camera System violations, there remains a need to reinforce the activation of the wearable camera during recruit and annual CPT. Reinforcing the

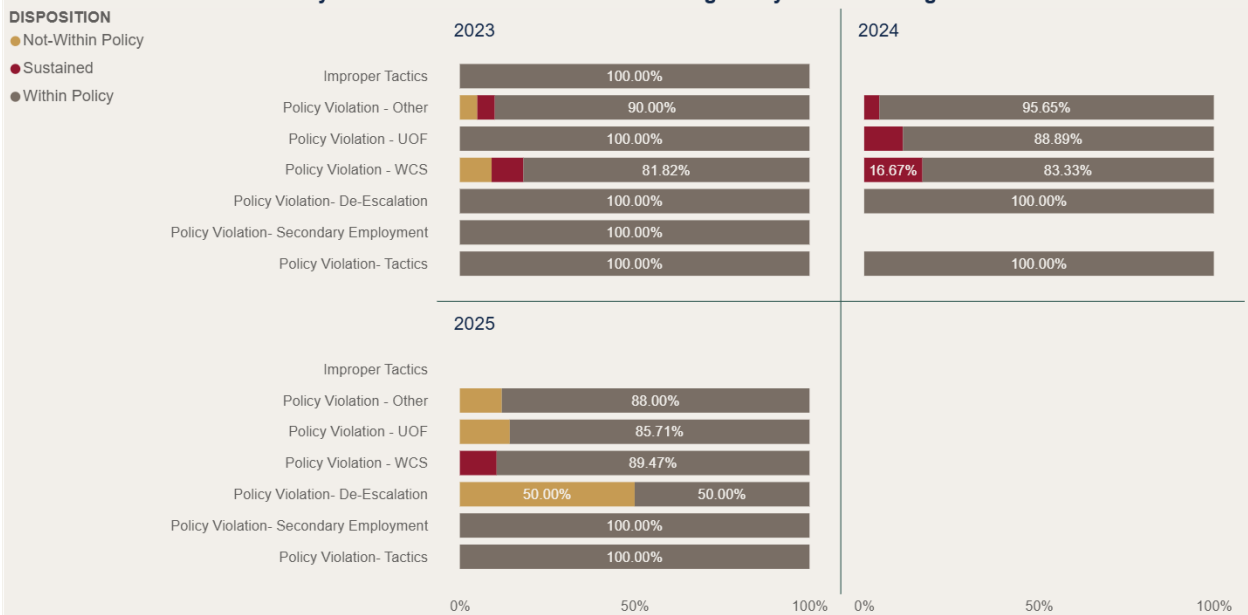
appropriate activation of the wearable camera during scenario training may help reduce or eliminate these violations.

Yearly Total Use of Force Incidents Involving Policy Violation Allegation



Use of Force Policy Violation Overview

Yearly Total Use of Force Incidents Involving Policy Violation Allegation



Finally, the intention remains to incorporate feedback and input from the Office of Professional Standards, the Civilian Police Review Board, the Inspector General, and the Community Police Commission to provide relevant input regarding potential areas of positive trends with uses of force or problematic areas of uses of force. This information should be relayed to the Training Section OIC and presented to the Training Review Committee for consideration during the annual Needs Assessment.

Officer Safety Issues

Identified Officer Safety Issues Training Needs

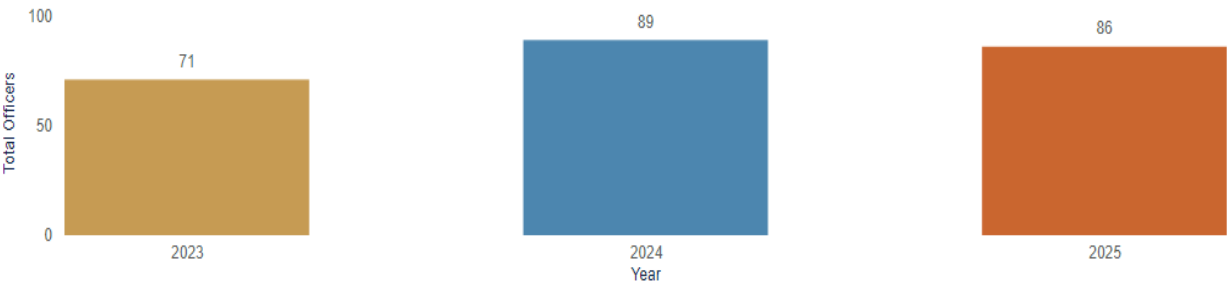
Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Emergency Vehicle Operations	Providing training relating to emergency response and pursuit driving	Reinforce LMS with practical/hands-on components toward safe operation
Subject Control	Provide updated subject control techniques.	Incorporate practical/hands-on subject control practices to include de-escalation and scene control during annual in-service training for all Division members

Motor vehicle-related injuries continue to cause the most common injury occurrence. Additionally, injuries relating to use of force and assault on police officers are two areas where the highest proportion of injuries occur. However, there have been steady decreases in reported injuries in most categories between 2024 and 2025.

As identified in prior years, injuries relating to controlling subjects, promoting de-escalation, using officer assistance, and practical subject control training are highly beneficial training areas. In the recent years of in-service, the emphasis on slowing down the pace of an incident and not creating an exigency was reinforced during reality-based scenario training. These injury statistics may provide some insight into the value of this training going forward.

Finally, a gap continues to exist among members of CDP in their subject control skills. As identified in prior years' Needs Assessments, significant changes to subject control techniques are taught during the Basic Peace Officer Academy. There is a need to bridge this gap through future subject control training opportunities designed to reinforce and standardize these updated techniques across the Division.

Yearly Officer Injury Totals



Yearly Officer Injury by Allegation

ALLEGATION	2023	2024	2025
Injury-Animal Bite	4	4	3
Injury-Arrest-Felony	17	9	10
Injury-Arrest-Misdemeanor	4	4	4
Injury-Assault on PO	15	13	13
Injury-Exposure	4	5	7
Injury-Fall/Slip	8	11	6
Injury-Foot Pursuit	6	13	6
Injury-Motor Vehicle Collision	4	12	6
Injury-MVC-Emergency Response	3	3	8
Injury-MVC-Patrolling/Non-Emergency/Regular Operations	1	4	1
Injury-None State of Ohio PO			1
Injury-Off-Duty			1
Injury-Other	10	10	11
Injury-Training	5	4	8
Total	93	97	89

Allegation is a multi-select field so this results in the total being greater than the number of injuries reported annually.

Trends in Misconduct Complaints

Identified Officer Misconduct Complaints Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Criminal Misconduct	A large proportion of policy violations involved criminal misconduct.	Continue implementing ABLE training; Provide Updated Wellness Services to include utilizing OIP for situations such as addiction treatment
WCS Operation	A large proportion of policy violations involved WCS operations.	Incorporate and assess proper WCS operation during Scenario-Based Training

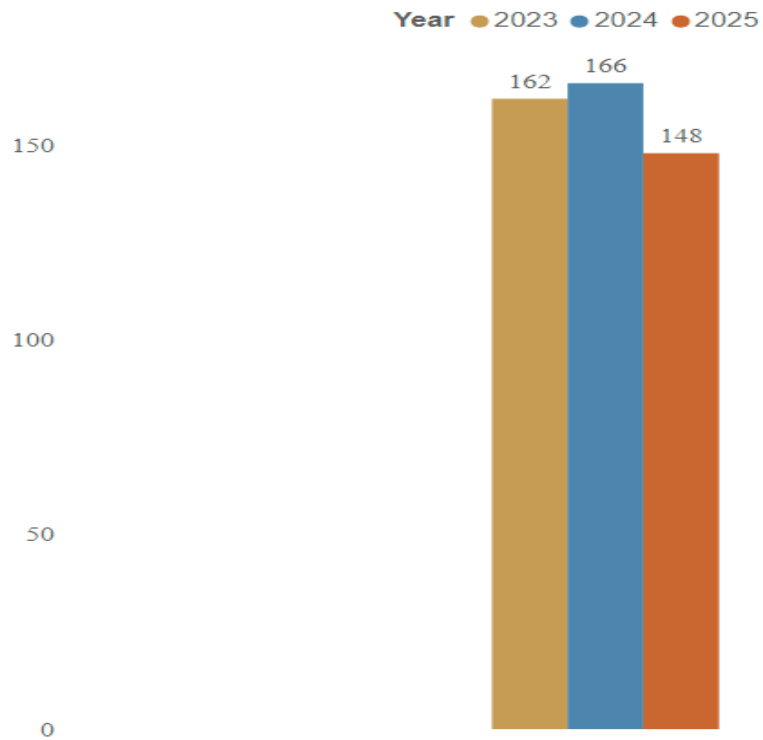
These topics and recommendations stem from information gained from the Division's Data Analyst from CDP's internal databases regarding misconduct trends. This information is reviewed and examined by Training Section staff and the TRC to formulate implementation strategies to address potential issues found.

This data allows for useful interpretation and guidance into potential training areas for CDP. Additionally, this information should be expanded upon through focus groups or surveys in further Needs Assessment. The intention is to provide insight that may supplement other areas of this needs assessment to help guide potential training topics and learning objectives for annual divisional training.

Internal Affairs

Internal Affairs investigations declined from 2024 to 2025; however, there was a slight increase in sustained findings during that same period. This increase may be attributable to changes in the administration and oversight of the Internal Affairs process. The current Superintendent has placed a stronger emphasis on conducting thorough preliminary reviews to determine whether a formal Internal Affairs investigation is warranted before assigning cases to the unit. As a result, investigations that proceed are generally more substantiated and supported by sufficient preliminary information, which may contribute to the higher rate of sustained findings. This approach has also helped ensure that investigative resources are focused on matters requiring formal review while maintaining accountability and consistency within the process.

IA Investigations by Year



Input from CDP Members

In previous reports, officer input data was included as part of the assessment. However, due to the transition to a new process for collecting this information, officer input data was not included. Data collected from 2026 will be incorporated into the 2027 Needs Assessment.

Although formal officer input was not collected in 2025, instructors continued to receive consistent verbal feedback from officers during Continued Professional Training. Officers frequently expressed that they value and prefer scenario-based training, indicating continued support for practical, scenario-driven training approaches.

Legal Updates and Law Enforcement Trends

Identified Legal Updates and Law Enforcement Trends Training Needs for 2025

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
HB 56	HB 56 addresses increased penalties; stunt driving/street takeover	Incorporate legislative changes into annual LMS in-service training
SB 94	SB 94 addresses the Recorder Modernization Bill to allow paper or electronic filing in common pleas, municipal, and county courts	Incorporate legislative changes into annual LMS in-service training
SB 100	SB 100 addresses the prohibition of tracking devices without consent	Incorporate legislative changes into annual LMS in-service training
SB 109	SB 109 addresses sexual misconduct and accountability of medical professionals	Incorporate legislative changes into annual LMS in-service training
HB 161	HB 161 addresses the elimination of spousal exceptions for certain sex offenses	Incorporate legislative changes into annual LMS in-service training
Legal Training	Multiple case law & statutory updates	Incorporate legislative changes into annual LMS in-service training
Report Writing and Documentation	There are apparent issues relating to accurate description of probable cause and the inclusion of pertinent information in written reports	Incorporate report writing or probable cause statement into annual in-service training. Reinforce supervisory review for accuracy and inclusion of essential and pertinent information
Search and Seizure	Reasonable expectation of privacy; Reasonable suspicion; Probable cause; Consensual encounters; On-view misdemeanors; Terry stops; Warrants; Exigent circumstances; Automobile exception	Incorporate legislative changes into annual LMS in-service training and in practical CPT scenario-based training
Policy Training	GPO 1.07.08 Bias-Free Policing Review; GPO 5.15.19 Safe Haven Infant / Baby (30 Days of Age or Younger); GPO 4.06.18 Window Tint Meters; GPO APX N70 (Portable Radio Review)	Incorporate legislation and modern law enforcement /DOJ mandates into LMS and in-service for GPO review and testing

It is important to consider legal updates and current law enforcement trends as these areas affect several critical Divisional training topics. During 2025, the Ohio Peace Officer Training Academy provided a legal updates course that provided continuing professional training relating to the following legislative updates. This training was extensive and provided substantial updates relating to legal updates in Ohio. Below is a summation of topics relating to the updates provided:

- **House Bill 56** – Passed in October 2024. Legislation addresses reckless driving and stunt driving on public roadways and raises penalties for fleeing from law enforcement. The legislation ensures consistent penalties for both vehicular and pedestrian street takeovers.
- **Senate Bill 94** – Passed in July 2024. Legislation modernizes Ohio’s county recorders’ offices, improves access to real estate and other recorded documents, and supports remote and in-person transactions. It addresses pandemic-era challenges and mandates that courts adapt to electronic filing systems by updating infrastructure to meet deadlines.
- **Senate Bill 100** – Passed in December 2024. Legislation prohibits knowingly installing a tracking device or app on another person’s property without their consent and strengthens related stalking protections.
- **Senate Bill 109** – Passed in December 2024. Legislation increases accountability for members of the medical profession by improving transparency via allowing the Medical Board to act more swiftly concerning sexual misconduct and related criminal violations among its members.
- **House Bill 161** – Passed in August 2024. Legislation removes legal barriers to prosecute marital sexual violence occurrences by expanding prosecutorial authority in intimate partner sexual violence cases. Specific Ohio Revised Code statutes were aligned to remove the spousal exception: Rape, Sexual Battery, Unlawful Sexual Conduct with a Minor, Gross Sexual Imposition, and Sexual Imposition.
- **Relevant Case Law - United States Supreme Court**
 - *Chiaverini v. City of Napoleon*, 602 U.S. 556 (2024)
 - *Diaz v. United States*, 602 U.S. 526 (2024)
 - *Garland v. Cargill*, 602 U.S. 406 (2024)
 - *United States v. Rahimi*, 602 U.S. 680 (2024)
- **Relevant Case Law – Sixth Circuit Court of Appeals**
 - *Hall v. Navarre, et. Al.*, Nos. 23-1711/1713 (6th Cir. 2024)

- United States v. Brown, No. 23-3657 (6th Cir. 2024)
- United States v. Lester, Nos. 22-6076/6077 (6th Cir. 2024)
- United States v. McMullen, No. 23-3656 (6th Cir. 2024)
- United States v. Taylor, No. 23-5344 (6th Cir. 2024)
- **Relevant Case Law – Ohio Supreme Court**
 - State v. Dunlap, 2024-Ohio-4821
 - State v. Fork, 2024-Ohio-1016
 - State v. Hale, 2024-Ohio-4866
 - State v. Kyles, 2024-Ohio-5038
- **Relevant Case Law - Ohio District Court**
 - State v. Maravola, (1963) 93 Ohio L. Abs. 341; 198 N.E.2d 88; 29 Ohio Op. 2d 412

CDP Training Requirements

Identified CPT Needs

Topic / Skill Area	Hours	Notes
Pistol and Shotgun Requalification	16 hours	Certification Req. and SA para 60
Use of Force	Q/Q/T/S	SA para 42
Search and Seizure	Q/Q/T/S	SA para 174
CPOP	Q/Q/T/S	SA para 30
Bias-Free Policing	Q/Q/T/S	SA para 42
Crowd Management	4 hours	Identified Need in 2024
ABLE Refresher	1-2 hours	Early Intervention
Crisis Intervention Training	Q/Q/T/S	SA Para 143
TASER Requalification	2-4 hours	Certification requirement
Impact Baton and OC Spray Requal	1 hour	Certification requirement
State of Ohio Training Mandates	24	8 Hrs. Mandatory Topics 16 Hrs. Elective

Training Requirements Mandated by Ohio Administrative Code and Cleveland Administrative Code

- Rule 109.801: The annual firearms requalification program requires that all members complete the OPOTC-approved requalification course annually to carry and use division-issued firearms.
- Cleveland Administrative Code §135.37 Annual Police In-service Training Program requires that the Division of Police provides forty hours of curricula, which includes but is not limited to, such subjects as community relations, individual and group psychology, crowd control, race relations, proper procedures in evidence gathering and preservation, basic legal instruction regarding constitutional law and laws relating to apprehension and arrest of persons and the lawful obtaining of evidence, and such other job-related skill training and skill upgrading in basic police crime prevention and detection techniques, utilizing the latest available and most effective police science techniques.

Training Requirements Mandated by the Ohio Peace Officer Training Commission

Since 2025, a mandatory continuing professional training requirement was imposed on all sworn Peace Officers who graduated from an Ohio Peace Officer Basic Academy in 2024 or earlier. The State of Ohio has indicated that the structure will align with the 2024 requirements. The mandatory training will consist of 24 hours, with eight hours dedicated to specific topics:

- Use of Force (3 hours)
- Ethics Laws (2 hours)
- Legal Updates (2 hours)
- Search & Seizure (1 hour)

The remaining 16 hours were designated as elective training and were taken from the following priority topics:

- Officer Trauma and Wellness
- Domestic Violence
- Vehicle Dynamics
- Report Writing
- Leadership

Training Requirements Required by the Department of Justice Consent Decree

The Consent Decree incorporates several annual training requirements for the Division. However, the intention of these requirements is not to establish a minimum or mandatory number of hours. Instead, it serves to incorporate a holistic approach to impart meaningful change within the Division and provide guidance toward training in critical law enforcement areas. Therefore, this needs assessment looks to adhere to the guidelines established by the Consent Decree and incorporate essential training, which serves to promote meaningful and transformational training to the Division. However, it is equally important to acknowledge that the practicality and available resources are not always available to deliver all identified training areas.

It is evident that Divisional Training has made tremendous improvements since the Consent Decree was implemented. Several critical areas, such as use of force, search and seizure, and procedural justice, are now defined through policy and have been not only introduced but reinforced through annual in-service training. Historically, this training has been provided in individual silos to ensure understanding and assessment of each topic area. Further, each member was assessed through scenarios and assessments within an individual topic silo. While this proves beneficial through an instructional lens, it is not practical or realistic to the circumstances faced by the contemporary Cleveland Police Officer. Therefore, the modern approach to training and assessment is to find a functional medium between evaluating multiple critical areas within their respective silos and providing a blended scenario and training format incorporating multiple critical areas, which is in line with reality. This reality-based scenario format strives to provide a realistic approach to training while still allowing the Training Section to evaluate each critical policing area in its individual silo.

The intention is to continue reinforcing policy and best practices through in-person instruction and asynchronous e-learning delivery and incorporate this blended format with

realistic scenario-based training and assessment. This training methodology provides training and evaluative assessments of members' performance that are more in line with what would be displayed in the field rather than in a classroom.

Finally, a detailed review incorporating training feedback from 2023 reality-based scenario training will provide critical insight for the 2025 Needs Assessment. While preliminary survey information was available to incorporate into this 2024 Needs Assessment, the decision to hold off including it in next year's document will allow for a deeper deliberation into the successes and potential areas of improvement. Regardless, initial survey responses regarding reality-based scenario training have commented on the realistic feel of the training and that students enjoyed this form of instruction overall. Hopefully, providing a more real and fluid scenario accompanied by a reflection of these training experiences will help improve performance gaps and improve the quality of training and knowledge/skill retention. Based on the preliminary comments and feedback, it is hopeful that 2024 reality-based scenario training could be a highly beneficial training methodology for CDP.

Annual Consent Decree training areas/topics:

- Community and problem-oriented policing training, to include methods and strategies to improve public safety and crime prevention through community engagement; training that promotes the development of new problem-solving partnerships between the police and the community, targeting problem-solving and crime prevention; leadership, ethics, and effective communication and interpersonal skills; community engagement, including how to establish partnerships and actively engage civilians and community organizations, including youth, LGBT, homeless, and mental health organizations and communities; principles of procedural justice and its goals; conflict resolution and verbal de-escalation of conflict; and cultural competency and sensitivity training (para. 30).
- Bias-free policing that is adequate in quality, quantity, and scope, as well as supervisor training that includes how to identify biased police practices when reviewing investigatory stop, arrest, and use of force data; how to respond to a complaint of biased police practices, including conducting a preliminary investigation of the complaint to preserve key evidence and potential witnesses; how to evaluate complaints of improper pedestrian stops for potentially biased police practices; and engaging the community and developing positive relationships with diverse community groups (para. 41 and 42).
- Sixteen hours of firearms training, including pistol, shotgun, and policy training. This training should include night, reduced light, and stress training for officers (para. 60).
- Annual recertification of Electronic Control Weapons to include physical competency, weapon retention, and policy updates (para 74).

- Use of force training that is adequate in quality, quantity, and scope, as well as annual supervisor training for all ranks, which includes training in conducting use of force investigations; strategies for effectively directing officers to minimize uses of force and to intervene to prevent or stop unreasonable force; and supporting officers who report unreasonable or unreported force, or who are retaliated against for attempting to prevent unreasonable force (para. 84 and 86).
- Supervisor Training around the use of force of all ranks, as a part of annual in-service training in conducting use of force investigations; strategies for effectively directing officers to minimize uses of force and to intervene to prevent or stop unreasonable force or who are retaliated against for attempting to prevent unreasonable force (para 84(l)).
- The Force Investigation Team will receive adequate annual training in quantity, quality, and scope (para. 113).
- Annual Crisis Intervention Training (CIT) that is adequate in quality, quantity, type, and scope and will include the circumstances in which a specialized CIT officer should be dispatched or consulted and how situations involving individuals in crisis should be addressed if a specialized CIT officer is not immediately available (para. 143).
- Specialized CIT officers must receive eight hours of annual in-service crisis intervention training (para. 147). Of these, four hours may come from annual in-service training.
- Annual search and seizure training that is adequate in quality, quantity, and scope (para. 174). While the content is unspecified, guidance can be obtained from Paragraph 173, which states:
 - The Training will address the requirements of Fourth Amendment and related law, CDP policies, and this agreement, including: the difference among the scope and degree of intrusion associated with different types of police contacts; the difference between probable cause, reasonable suspicion, and mere speculation; and the difference between voluntary consent and the mere acquiescence to police authority; the types of facts and circumstances that may be considered in initiating, conducting, terminating, and expanding an investigatory stop; the level of permissible intrusion when conducting searches, such as "pat-downs" or "frisks"; the permissible nature and scope of searches incident to an arrest; procedures for executing searches, including handling, recording, and taking custody of seized property and evidence; and the principles of procedural justice and the effect that differing approaches to investigatory stops, searches, and arrests can have on community perceptions of police legitimacy and public safety. (p. 42)
- Internal Affairs investigators will receive annual training related to conducting misconduct investigations that is adequate in quality, quantity, and scope (para. 181).

- Fulfill all in-service training required by the SA, which will require at least 40 hours of in-service training annually (para. 271).

Training Requirements for American Heart Association Certification

- The CDP requires all members to receive recertification on basic first aid, including tourniquet application, American Heart Association First Aid/CPR/AED, and Narcan administration every two years. Therefore, the Division received recertification in 2025 and will be required to complete recertification in the training years 2027 and 2029. The intention is to continue to reinforce the duty to provide medical aid, self-aid, buddy-aid, wound management, and tourniquet application during annual use of force training, especially during deadly force training.

Training Requirements for Axon TASER Certification

- In 2026, CDP will be transitioning from TASER 7 to TASER 10. Axon requires annual recertification for any officer authorized to carry the TASER 10. This recertification requires officers to successfully complete all functional assessments, deploy a minimum of four live cartridges with all probes impacting the preferred target zone, and complete scenario-based exercises using Hook and Loop Training cartridges in accordance with Axon's TASER CEW Drill Booklet, also striking the preferred target zone. The CDP will continue to address and clarify any discrepancies between Division policy and Axon's training curriculum. Additionally, after initial certification, the CDP will receive TASER reality-based training scenarios using Virtual Reality headsets.

Training Requirements for Active Bystandership for Law Enforcement Officers (ABLE)

- The CDP continues to strive to develop a holistic approach to officer wellness. This is evident through several programs established by the Employee Assistance Unit and the City of Cleveland. To support this approach, the Division continues to provide Active Bystandership for Law Enforcement (ABLE) training and remains committed to meeting and, where possible, exceeding ABLE program standards. During the 2025 CPT, the Division provided ABLE refresher training to all members and will continue to provide ongoing refresher instruction consistent with ABLE requirements. The training addresses the relevant social science, inhibitors to active bystandership, and strategies and tactics for giving and receiving interventions. Additionally, the principles of active bystandership continue to be incorporated into relevant Academy and CPT, including Use of Force, Stop/Search/Arrest, Report Writing, Traffic Stops, and Vehicle Pursuits. The Division will continue to incorporate the principles of ABLE training into future training initiatives and instructional programming.

Training Requirements for Impact Baton and Oleoresin Capsicum (OC) Spray Certification

- All members are required to carry two intermediate weapons. The impact baton (ASP) and OC Spray receive recertification. This training includes two hours of policy and practical application. The Division received recertification in 2024 and will be required to complete recertification in the training years 2026 and 2028. The intention is to begin and incorporate scenarios where the member will need to determine which intermediate weapon to deploy and ensure its use and reporting are within established policies and procedures.

Training Requirements for Crowd Management

- The importance of Division-wide Crowd Management Training continues to grow as law enforcement agencies adapt to evolving public safety challenges, community expectations, and best practices in constitutional policing. Ongoing training ensures personnel are prepared to manage large-scale events, demonstrations, public gatherings, and other situations requiring coordinated crowd management responses while protecting public safety and individual rights.
- Recent reviews of large-scale public safety responses across the country have highlighted the need for consistent and comprehensive training in crowd management operations. Identified areas for improvement have included Mobile Field Force (MFF) readiness, familiarity and proficiency with personal protective equipment, coordinated communication strategies, and integrated response training among law enforcement, fire, and emergency medical personnel.
- In response, the Division has continued to update crowd management policies, enhance operational planning, and expand Division-wide training initiatives. Providing members with regular opportunities to train on crowd management tactics, equipment deployment, de-escalation strategies, and interagency coordination helps ensure personnel are prepared to respond effectively to a variety of public safety events. This ongoing commitment supports officer safety, protects constitutional rights, and strengthens collaboration among public safety partners during complex incidents.

Training Requirements for Patrol Rifle Operator (PRO) Certification and Recertification

- CDP mandates that all certified Patrol Rifle Officers (PROs) undergo requalification at least bi-annually, aligning with the biennial requirement set by OPOTA. Given that CDP utilizes the OPOTA course for requalification, at least one of CDP's sessions will satisfy the OPOTA annual requirement.
- It is imperative for CDP to enhance training by incorporating scenario-driven deployment and the utilization of patrol rifles. This transcends the basic demonstrative and evaluative assessments conducted during qualifying sessions. Annual in-service scenarios should present certified PROs with opportunities for deployment, allowing for an assessment of adherence to policy and training in both tactics and execution.
- To meet evolving operational demands, there is a continued need to expand and sustain a robust pool of certified PROs. Recruit classes receive initial PRO certification as part of their initial training. In addition, the Training Section will proactively plan and conduct PRO certification courses on an annual basis, with the goal of increasing and maintaining certification across the Division. This strategic approach will help ensure a consistently skilled, capable, and proficient group of PROs throughout the organization.

Supervisor Training

Identified Supervisor Training Needs

Topic / Skill Area	Recommendations / Findings	Notes
Reviewing Officer Documentation	Provide training to improve the supervisory review of direct reports' documentation to include probable cause statements and written documentation	Ongoing areas and themes are recommended, especially from prosecutor feedback.
Supervisor Updates	Incorporate training, which may include updates and lessons learned related to initial supervisor training and other areas related to the SA	SA para 324
Incident Command and Crowd Management	Provide incident command and Crowd management training for critical incidents and responses to protest activity to all supervisor levels within CDP	Training Review Committee and ongoing law enforcement trends
Officer Intervention Program	Provide training to interpret OIP data; understand and utilize a range of non-disciplinary corrective action to modify officers' behavior and improve performance, manage risk and liability; promote constitutional policing; and address underlying stressors to promote officer wellness	SA para 327
Use of Force Review and Supervision	Incorporating strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force, or who are retaliated against for attempting to prevent unreasonable force.	SA para 84(l)
Performance Evaluations	Conducting timely, fair, and consistent performance evaluations to accurately evaluate officer performance	SA para 313 through 316

In 2025, supervisor training was provided through Learning Management System (LMS) assignments focused on leadership development and supervisory responsibilities. Additionally, newly promoted supervisors received targeted training designed to support their transition into leadership roles, a practice that will continue with each future promotional class. During scenario-based training, the Division also reinforced supervisors'

responsibilities during use-of-force incidents, including conducting reviews and investigations related to those incidents. Continued supervisor training is needed in these areas, particularly in reviewing officer documentation and ensuring consistency in supervisory oversight.

Looking ahead, once an established performance evaluation system is implemented, additional training will be provided to supervisors to support effective evaluation practices and accountability. After implementation supervisors will also receive appropriate training on the Officer Intervention Program to support consistent intervention practices, performance management, and accountability.

The Division will also implement a POLIS-developed training program focused on bias-free policing, further supporting professional development and reinforcing the department's commitment to fair, impartial, and effective policing practices.

Entry Academy Training

Identified Entry Academy Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
1-1 Intro to Basic Training	Provides an overview of the new curriculum.	Update Instructors teaching the affected topic.
1-2 Introduction to Policing	SPOs/content updated	Update Instructors teaching the affected topic.
2-1 Legal Basics	SPOs/content updated	Update Instructors teaching the affected topic.
2-2K Crimes Against the Admin. Of Safety & Justice	SPOs/content updated	Update Instructors teaching the affected topic.
2-2O Other offenses	SPOs/content updated	Update Instructors teaching the affected topic.
3-9 Basic Communication	New Course	Update Instructors teaching the affected topic.
3-10 Interpersonal Communication	New Course	Update Instructors teaching the affected topic.

3-11 Mediation Communication	New Course	Update Instructors teaching the affected topic.
3-12 Incident Debrief Training	SPOs/content updated	Update Instructors teaching the affected topic.
3-13 Crisis Mitigation	SPOs/content updated	Update Instructors teaching the affected topic.
7-2 Critical Injury First Aid	SPOs/content updated. First Aid/CPR/AED is no longer officially an OPOTA topic (formerly topic 7-1); however, it is a pre-requisite to this topic. As such, it will be a CDP topic included in recruit training	Update Instructors teaching the affected topic.
8-1 Patrol Aspects & Overview	SPOs/content updated	Update Instructors teaching the affected topic.
8-3 Active Shooter/Threat Response	SPOs/content updated	Update Instructors teaching the affected topic.
8-5 Stops & Approaches	SPOs/content updated	Update Instructors teaching the affected topic.
10-2 Motor Vehicle Offenses	SPOs/content updated	Update Instructors teaching the affected topic.

10-5 Uniform Traffic Ticket	SPOs/content updated	Update Instructors teaching the affected topic.
10-8 NHTSA SFST	SPOs/content updated	Update Instructors teaching the affected topic.
11-7 Drug Awareness	SPOs/content updated	Update Instructors teaching the affected topic.
13-1 HAZMAT & WMD Awareness for the First Responder	SPOs/content updated	Update Instructors teaching the affected topic.
FORMERLY TOPIC 7-1 First Aid/CPR/AED. OPOTA Removed topic from new curriculum	Still Required as a pre-requisite for 7-2 Critical Injury First Aid	Topic will be included in recruit training
FROMERLY TOPIC 13-4 Incident Command System. OPOTA Removed topic from new curriculum	NOT REQUIRED	Topic will be included in recruit training to provide a basic overview to improve Division operations/scene management
FORMERLY TOPIC 13-5 National Incident Management System. OPOTA Removed topic from new curriculum	NOT REQUIRED	Topic will be included in recruit training to provide a basic overview to improve Division operations/scene management

The table presents the Ohio Peace Officer Training Academy (OPOTA) mandated topic changes, and each topic-specific instructor needs to be notified of these changes. The OPOTA mandates the current curriculum be used, and any deviation will require the topic to be retaught. Additionally, errors such as utilizing the wrong curriculum could directly impact the academy rating and future approval to conduct OPOTA academies.

In 2025, OPOTA made 22 changes to its core curriculum for Basic Peace Officer Training. The entire training curriculum was reviewed and updated by the Training Commission. The curriculum, identified as BAS-044, mandates a minimum of 740 hours of training. Training academies throughout the state can add additional hours of training to meet their specific goals. The curriculum is effective for academy classes beginning in January of 2026. The first Cleveland Police Academy class to follow the new curriculum will be the 162nd recruit class, which commences in May.

In addition to the mandated OPOTA hours, the CDP specific curriculum increased as annual in-service training was added to the existing training for academy recruits. This ensures that all members of the Division have received the necessary training to be successful in their duties.

Importantly, the need continues to exist to review and ensure CDP recruit-specific courses are relevant to current policies and practices within CDP. This review process continues informally and should evolve into a formal review through the Training Review Committee as time and circumstances allow. Additionally, the Consent Decree (SA) requires that Academy Recruit training is at least 960 hours of training. However, this is a requirement CDP has exceeded overwhelmingly since the SA's implementation. For example, the most recent entry academy class, the 161st Class, has 1,186 hours of instruction scheduled, including OPOTA instruction and Cleveland-specific training that includes approved SA training, community-engagement day, technical training, and other training topics directly related to Divisional policy and procedures.

Finally, the need for additional and larger Academy Classes still exists. Significant measures have been implemented, which have resulted in increased recruitment. Nonetheless, consideration must still be given to ensure resources exist for both entry training and other CDP annual training. The Three-year Training Plan needs to establish the maximum number of allotted recruits for at least three in-house academies each year. However, specific criteria must be assessed during the background and onboarding process for individuals with prior law enforcement to ensure CDP is selecting candidates that meet or exceed the requirements to be a Cleveland Police Officer.

Field Training

Identified Field Training Needs

Probationary Police Officer Training	Incorporate community and problem-oriented policing principles and problem-based learning methods into the Field Training Program	Undertake revision project to improve and enhance the training and learning of PPOs during the Field Training Program
Initial FTO/STO Training	Incorporate management and supervision, community-oriented policing, effective problem-solving techniques, and field communication (SA para 295)	Similar to supervisor training, initial training should incorporate adult learning strategies and realistic scenarios. Further, students should be assessed using defined measurables.
Annual FTO/STO Recertification Training	CDP is required (SA para 295) to conduct refresher training for certified FTO/STOs every three years.	Provide updated information relating to substantive changes to FTO policies and practices relating to the revision project.

Revisions to both the Field Training Officer (FTO) Manual and the FTO General Program Outline (GPO) are currently underway. These updates are being developed to ensure alignment with best practices and Division expectations, with a formal review and compliance assessment scheduled for 2026.

A significant operational improvement includes the transition to electronic reporting for all Daily Observation Reports and End-of-Phase Observation Reports. This change has substantially enhanced tracking capabilities, increased accountability, and improved the consistency and accessibility of documentation throughout the training process.

In 2025, the Division initiated a comprehensive recertification process for all Field Training Officers, alongside the implementation of new certification classes. This effort was designed to ensure an adequate and properly trained cadre of FTOs is available to support incoming academy classes and maintain program continuity as training demands increase.

Current program development efforts are also focused on the overhaul of the certification training curriculum. This includes refining core instructional objectives, integrating adult-learning methodologies, and incorporating realistic, scenario-based training aligned with the Division's commitment to Community and Problem-Oriented Policing. Emphasis is placed on problem-based learning strategies and shifting evaluations toward performance-based assessments rather than rote repetition.

Feedback from Police Probationary Officers who have completed the Field Training Program continues to indicate that FTOs within the Division meet or exceed program expectations. Moving forward, program enhancements are being directed toward strengthening the overall structure of the Field Training Program, with particular attention to certification and recertification coursework for both Field Training Officers and Supervising Training Officers.

Additionally, there is a continued emphasis on developing meaningful annual recertification training that enhances both instructional and evaluative competencies. Curriculum development is being informed through active input from FTOs, STOs, and PPOs to ensure relevance and effectiveness. While the Field Training Coordinator provides program oversight, stakeholder engagement remains central to guiding updates and improvements. In-person training continues to be prioritized where feasible, as it provides critical opportunities for feedback, discussion, and collaboration among personnel directly engaged in field training operations, while the Division's Learning Management System remains a valuable supplemental tool for delivery and accessibility.

Supplemental Training Needs

Identify Supplemental Training Needs for 2025

Topic / Skill Area	Recommendations / Findings	Notes
Force Review Board (FRB)	Provide annual FBR training to attending members	SA para 125 GPO 2.01.08
FIT Training	Provide annual FIT training	SA para 113 GPO 2.01.07
Specialized CIT Training	Provide initial certification and annual in-service training	SA para 145- 147 GPO 5.11.02
Mobile Field Force Training	Provide 16 hours of initial and 8 hours of annual training	GPO 4.07.06

Training Requirements for Force Review Board

Members of the Force Review Board (FRB) are mandated to undergo annual training, as outlined in GPO 2.01.08. This training is specifically tailored to be directly relevant to their roles and responsibilities on the FRB. The content of the training may encompass various aspects, including but not limited to legal updates pertaining to the use of force, revisions to CDP policies, best practices in the use of force investigations, and an in-depth understanding of the curriculum employed by the Training Section regarding the use of force. This commitment to ongoing education ensures that FRB members remain well-informed and equipped to fulfill their duties effectively, staying abreast of legal developments and evolving best practices within the realm of the use of force.

Training Requirements for Specialized CIT Training

Members certified as Specialized Crisis Intervention Trained Officers are required to undergo eight hours of annual in-service crisis intervention training. Typically, this training is developed and conducted through collaboration between the Office of CIT and community experts. However, the Training Section plays a pivotal role by providing essential resources, including facilities and supplemental instructors, to ensure the effective delivery of this crucial training. The input and guidance from the Training Review Committee further contribute to enhancing the quality and relevance of the specialized crisis intervention training, reflecting a comprehensive and collaborative approach to addressing this critical topic.

Training Requirements for Force Investigation Team Training

As per GPO 2.01.07 Force Investigation Team, members assigned to the FIT are mandated to undergo annual training to maintain the requisite expertise, independence, and investigative skills. This training aims to identify instances of the use of force that violate either legal statutes or established policies. Furthermore, it ensures that any deficiencies in

training, tactical approaches, or equipment related to the use of force are identified. The overarching goal is to guarantee that investigations conducted by the FIT meet a high standard of quality, contributing to the overall integrity and effectiveness of the force investigation process.

In addition, the annual training should cover a comprehensive range of topics. This includes FIT procedures, callouts, and investigative protocols, distinctions between administrative and criminal investigations, procedures for officer-involved shootings, investigative equipment and techniques, and the proper roles of on-scene counterparts, such as crime scene technicians, the Monitor, any outside investigating agency, the prosecutor's office, and OPS. Moreover, the training will address techniques for objective fact-gathering and evaluation, along with factors to consider when assessing credibility. This ensures that FIT investigators are well-equipped with the knowledge and skills necessary for the complexities of their roles.

Training Requirements for Mobile Field Force

As per GPO 4.07.05 Mobile Field Force Operations, the Field Force Commander will convene quarterly as units and annually for approved training in coordination with the Training Section. The Training Section shall observe these training exercises and submit evaluations to the Chief of Police through the chain.

Additionally, according to GPO 5.07.06 Grenadier Protocols, certified grenadiers must undergo the required training. Initially, members are required to complete a comprehensive minimum 16-hour training program, as scheduled by the Ordnance Unit. This initial training is crucial for acquiring the necessary skills and knowledge.

Subsequently, on an annual basis, certified grenadiers are obligated to participate in additional training sessions, each lasting a minimum of 8 hours. This annual training serves to reinforce and build upon the foundational skills acquired during the initial training phase. Failure to attend or complete it will result in the revocation of the member's certification.

Issued Policy Matrix Training Needs

Identified Issued Policy Training Needs

The Policy Matrix Training Needs table is intended to provide a resource to review and identify policy training needs. This list identifies critical areas of policy that require training. The training is conducted in various ways, in-person and online. Members are assigned a learning management activity that requires them to read the policy and achieve a 100 percent score on an exam. Additionally, some policies requiring more detailed instruction are provided through an e-learning assignment, which includes videos, knowledge checks, and slide decks accompanied by a similar exam. Finally, some policies are incorporated into annual in-service. This utilizes adult learning techniques, such as reality-based learning, case studies, and group discussions.

Training Evaluation for 2025 General Police Orders		
Section	Title / Effective Date	Training
CHAPTER 1 – ADMINISTRATIVE		
1.02 HUMAN RESOURCES		
1.02.14	Removing Badges from Circulation 10/23/25	Email
1.02.13	Employment, Secondary 09/10/25	Email
1.02.22	Officer Lunch Breaks 1/13/25	Email
1.02.24	Scheduling Software 1/6/25	Email
1.04 UNIFORMS AND GROOMING		
CHAPTER 4 – FIELD OPERATIONS		
4.02		
4.02.01	Special Weapons and Tactics Unit (SWAT) 10/14/25	LMS
4.06 HUMAN RESOURCES		
4.06.13	Automatic License Plate Readers 10/23/25	Email
4.06.17	Division Unmanned Aircraft Systems (UAS) 07/11/25	Email
4.06.18	Window Tint Meter 8/11/2025	LMS Delivery
CHAPTER 5 – FIELD INVESTIGATIONS		
5.08		
5.08.04	Gunshot Detection System: ShotSpotter 7/17/25	Email
5.15		
5.15.19	Baby, Safe Haven Infant (30 Days of Age or Younger) 08/11/25	LMS Delivery
CHAPTER 7 - COMMUNICATIONS		
7.01		
7.01.01	Radio Protocol 12/12/25	LMS Delivery

Summary of Training Needs

Identified Community Input, Reports, and Concerns Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Electronic Surveillance Technology and Practices	Training involving Electronic Surveillance Technology needs to incorporate best practices and constitutional use	As Electronic Surveillance Technology is adopted, inclusion of constitutional and best practice use needs to be at the forefront of member training.
UOF / De-Escalation / Search & Seizure	Include measurable assessments; emotional trauma due to excessive force on civilians and witnesses	Develop an evaluative matrix to assess performance; utilize outside resources, such as victim advocates, to aid in developing courses or awareness during annual in-service.
Bias-Free Policing	Contract out Bias-Free policing training	Partner with a local college or organization to develop a curriculum and incorporate it into all aspects of scenario training.
District Awareness Training	Reduce classroom and increase field exposure	Video presentations and guest speakers will be used for future training; institute program similar to the Academy's "Reverse Ride Along"
Supervisor Training	Include importance for de-escalation techniques; incorporate practical written report review	De-escalation is incorporated and will continue to be incorporated into all training; incorporate scenarios into supervisor annual in-service; provide practical report review course during annual supervisor in-service

**Remains unchanged from 2025 Needs Assessment.*

Identified Areas for Use of Force Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
WCS Training	Reinforcement of WCS General Police Order	Continue to reinforce and include activating WCS during scenario-based training
DV Response Training	Incorporate proper communication skills	Continue to reinforce during training and develop scenarios that evaluate strategic communication during scenario training.
Escorting Handcuffed Subject	Proper use of control escorting techniques on a handcuffed subject.	Continue to build upon escorting techniques during CPT.
Vehicle Extraction	Extricating an uncooperative individual from a motor vehicle.	Develop a best practices approach and provide training and options when officers encounter this in the field.
Escorting Techniques	Training on vehicle extractions of a handcuffed subject	Reinforce proper techniques for vehicle extractions

****Information obtained from quarterly Force Review Board (does not include Quarter 4 of 2025)**

Identified Officer Safety Issues Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Emergency Vehicle Operations	Providing training relating to emergency response and pursuit driving	Reinforce LMS with practical/hands-on components toward safe operation
Subject Control	Provide updated subject control techniques.	Incorporate practical/hands-on subject control practices during annual in-service training for all Division members

Identified Officer Misconduct Complaints Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Criminal Misconduct	A large proportion of policy violations involved criminal misconduct.	Continue implementing ABLE training; Provide Updated Wellness Services to include utilizing OIP for situations such as addiction treatment
WCS Operation	A large proportion of policy violations involved WCS operations.	Incorporate and assess proper WCS operation during Scenario-Based Training

Identified Legal Updates and Law Enforcement Trends Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
HB 56	HB 56 addresses increased penalties; stunt driving/street takeover	Incorporate legislative changes into annual LMS in-service training
SB 94	SB 94 addresses the Recorder Modernization Bill to allow paper or electronic filing in common pleas, municipal, and county courts	Incorporate legislative changes into annual LMS in-service training
SB 100	SB 100 addresses the prohibition of tracking devices without consent	Incorporate legislative changes into annual LMS in-service training
SB 109	SB 109 addresses sexual misconduct and accountability of medical professionals	Incorporate legislative changes into annual LMS in-service training
HB 161	HB 161 addresses the elimination of spousal exceptions for certain sex offenses	Incorporate legislative changes into annual LMS in-service training
Legal Training	Multiple case law & statutory updates	Incorporate legislative changes into annual LMS in-service training
Report Writing and Documentation	There are apparent issues relating to accurate description of probable cause and the inclusion of pertinent information in written reports	Incorporate report writing or probable cause statement into annual in-service training. Reinforce supervisory review for accuracy and inclusion of essential and pertinent information

Search and Seizure	Reasonable expectation of privacy; Reasonable suspicion; Probable cause; Consensual encounters; On-view misdemeanors; Terry stops; Warrants; Exigent circumstances; Automobile exception	Incorporate legislative changes into annual LMS in-service training and in practical CPT scenario-based training
Policy Training	GPO 1.07.08 Bias-Free Policing Review; GPO 5.15.19 Safe Haven Infant / Baby (30 Days of Age or Younger); GPO 4.06.18 Window Tint Meters; GPO APX N70 (Portable Radio Review)	Incorporate legislation and modern law enforcement /DOJ mandates into LMS and in-service for GPO review and testing

Identified In-service Training Needs

Topic / Skill Area	Hours	Notes
Pistol and Shotgun Requalification	16 hours	Certification Req. and SA para 60
Use of Force	Q/Q/T/S	SA para 42
Search and Seizure	Q/Q/T/S	SA para 174
CPOP	Q/Q/T/S	SA para 30
Bias-Free Policing	Q/Q/T/S	SA para 42
Crowd Management	4 hours	Identified Need in 2024
ABLE Refresher	1-2 hours	Early Intervention
Crisis Intervention Training	Q/Q/T/S	SA Para 143
TASER Requalification	2-4 hours	Certification requirement
Impact Baton and OC Spray Requal	1 hour	Certification requirement
State of Ohio Training Mandates	24	8 Hrs. Mandatory Topics 16 Hrs. Elective

Identified Supervisor Training Needs

Topic / Skill Area	Recommendations / Findings	Notes
Reviewing Officer Documentation	Provide training to improve the supervisory review of direct reports' documentation to include probable cause statements and written documentation	Ongoing areas and themes are recommended, especially from prosecutor feedback.
Supervisor Updates	Incorporate training, which may include updates and lessons learned related to initial supervisor training and other areas related to the SA	SA para 324
Incident Command and Crowd Management	Provide incident command and Crowd management training for critical incidents and responses to protest activity to all supervisor levels within CDP	Training Review Committee and ongoing law enforcement trends
Officer Intervention Program	Provide training to interpret OIP data; understand and utilize a range of non-disciplinary corrective action to modify officers' behavior and improve performance, manage risk and liability; promote constitutional policing; and address underlying stressors to promote officer wellness	SA para 327
Use of Force Review and Supervision	Incorporating strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force, or who are retaliated against for attempting to prevent unreasonable force.	SA para 84(l)
Performance Evaluations	Conducting timely, fair, and consistent performance evaluations to accurately evaluate officer performance	SA para 313 through 316
Initial Promotional Training	Undertaking revision process of current Promotional Training and incorporating adult-learning theory, scenario training, and rank-specific courses.	Training Review Committee recommendation

Identified Entry Academy Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
1-1 Intro to Basic Training	Provides an overview of the new curriculum.	Update Instructors teaching the affected topic.
1-2 Introduction to Policing	SPOs/content updated	Update Instructors teaching the affected topic.
2-1 Legal Basics	SPOs/content updated	Update Instructors teaching the affected topic.
2-2K Crimes Against the Admin. Of Safety & Justice	SPOs/content updated	Update Instructors teaching the affected topic.
2-2O Other offenses	SPOs/content updated	Update Instructors teaching the affected topic.
3-9 Basic Communication	New Course	Update Instructors teaching the affected topic.
3-10 Interpersonal Communication	New Course	Update Instructors teaching the affected topic.
3-11 Mediation Communication	New Course	Update Instructors teaching the affected topic.

3-12 Incident Debrief Training	SPOs/content updated	Update Instructors teaching the affected topic.
3-13 Crisis Mitigation	SPOs/content updated	Update Instructors teaching the affected topic.
7-2 Critical Injury First Aid	SPOs/content updated. First Aid/CPR/AED is no longer officially an OPOTA topic (formerly topic 7-1); however, it is a pre-requisite to this topic. As such, it will be a CDP topic included in recruit training	Update Instructors teaching the affected topic.
8-1 Patrol Aspects & Overview	SPOs/content updated	Update Instructors teaching the affected topic.
8-3 Active Shooter/Threat Response	SPOs/content updated	Update Instructors teaching the affected topic.
8-5 Stops & Approaches	SPOs/content updated	Update Instructors teaching the affected topic.
10-2 Motor Vehicle Offenses	SPOs/content updated	Update Instructors teaching the affected topic.
10-5 Uniform Traffic Ticket	SPOs/content updated	Update Instructors teaching the affected topic.

10-8 NHTSA SFST	SPOs/content updated	Update Instructors teaching the affected topic.
11-7 Drug Awareness	SPOs/content updated	Update Instructors teaching the affected topic.
13-1 HAZMAT & WMD Awareness for the First Responder	SPOs/content updated	Update Instructors teaching the affected topic.
FORMERLY TOPIC 7-1 First Aid/CPR/AED. OPOTA Removed topic from new curriculum	Still Required as a pre-requisite for 7-2 Critical Injury First Aid	Topic will be included in recruit training
FROMERLY TOPIC 13-4 Incident Command System. OPOTA Removed topic from new curriculum	NOT REQUIRED	Topic will be included in recruit training to provide a basic overview to improve Division operations/scene management
FORMERLY TOPIC 13-5 National Incident Management System. OPOTA Removed topic from new curriculum	NOT REQUIRED	Topic will be included in recruit training to provide a basic overview to improve Division operations/scene management

Identified Field Training Needs

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Probationary Police Officer Training	Incorporate community and problem-oriented policing principles and problem-based learning methods into the Field Training Program	Undertake revision project to improve and enhance the training and learning of PPOs during the Field Training Program
Initial FTO/STO Training	Incorporate management and supervision, community-oriented policing, effective problem-solving techniques, and field communication (SA para 295)	Similar to supervisor training, initial training should incorporate adult learning strategies and realistic scenarios. Further, students should be assessed using defined measurables.
Annual FTO/STO Recertification Training	CDP is required (SA para 295) to conduct refresher training for certified FTO/STOs every three years.	Provide updated information relating to substantive changes to FTO policies and practices relating to the revision project.

Identify Supplemental Training Needs

Topic / Skill Area	Recommendations / Findings	Notes
Force Review Board (FRB)	Provide annual FBR training to attending members	SA para 125 GPO 2.01.08
FIT Training	Provide annual FIT training	SA para 113 GPO 2.01.07
Specialized CIT Training	Provide initial certification and annual in-service training	SA para 145- 147 GPO 5.11.02
Mobile Field Force Training	Provide 16 hours of initial and 8 hours of annual training	GPO 4.07.06