



# 3 – YEAR TRAINING PLAN

2026-2028

## MISSION STATEMENT

Cleveland Division of Police Mission Statement. 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.

Jennifer L. Hernandez

Commander of Bureau of Support Services

## Introduction

The Cleveland Division of Police (CDP) utilizes an integrated training approach to prepare its members for meeting organizational goals ensuring officers meet and exceed the demands of the Cleveland Community. Training must address a wide array of knowledge, skills, and abilities to guide members in critical policing areas, such as the use of force and use of force reporting; search and seizure; crisis intervention; bias-free policing; procedural justice; firearms and intermediate weapons training; and community-oriented policing practices.

In part, CDP designs training to reduce gaps between member performance and organizational expectations. The goal of the CDP training program is to incorporate a comprehensive approach that develops professional and respectful police officers that are adaptive critical thinkers and problem-solvers capable of meeting the 21st Century's demands for contemporary police officers.

The CDP training programs are provided in a variety of formats, such as in-person training, e-learning assignments, reality-based scenario training, and evaluative matrixes designed to ensure officers meet the organization's needs, community stakeholders, and federal, state, and local law.

This plan is meant to provide insight into Division-level training topics. The primary focus of this plan is to examine training areas that require significant Training Section resources. It also prioritizes, organizes, and ensures appropriate training resources are available to facilitate intended Division-wide training. Finally, while courses are presented in this plan, the details regarding specific learning objectives and methodologies are presented within each respective course curriculum.

This plan guides CDP's annual training and forecasts anticipated training areas. It is important to note that circumstances may arise that require adjustments to the plan. However, it serves to provide guidance and direction absent these unforeseen circumstances.

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# **Training Section Overview**

## **Training Section Mission**

The mission of the Cleveland Division of Police Training Section is to prepare officers who are well-trained, competent, and committed to serving the community with professionalism and integrity. We achieve this by delivering high-quality, professional training rooted in constitutional principles, Division policies, and community policing values.

Our approach is built on adult learning strategies, using a mix of online learning, classroom instruction, open dialogue, and realistic scenario-based exercises. Training is active, student-centered, and designed to equip officers with the skills to think critically, adapt to evolving challenges, and solve problems in partnership with the community.

We emphasize:

- Respect for civil rights and a deep reverence for human life.
- Policing strategies that build trust and foster long-term partnerships with the community we serve.
- Collaborative, problem-solving approaches that include community members as essential stakeholders.
- The development of officers who embody professionalism, respect, integrity, dedication, and excellence.

Our goal is to produce officers who serve as true guardians of the Cleveland community, leaders who uphold justice, engage with empathy, and represent the highest standards of policing.

## **Training Section Structure**

The Cleveland Division of Police Training Section is organized into three core units: Academy, Firearms Training and Gymnasium. Each of these units play a vital role in preparing both new recruits and veteran officers through high-quality, consistent, and comprehensive training.

### **Academy Unit**

The Academy Unit is the foundation of all academic instruction within the Division. It is responsible for developing and delivering curriculum through both classroom instruction and the Division's Learning Management System (LMS). The Academy also administers all OPOTA Peace Officer Basic Training Academies conducted by the CDP.

Field Training Coordinator (FTC), who oversees the entire Field Training Program, is also assigned to the Academy Unit. The FTC's responsibilities include field training for

Probationary Patrol Officers as well as certification courses for Field Training Officers (FTOs) and Supervisory Training Officers (STOs).

## **Firearms Training Unit**

The Firearms Training Unit focuses on curriculum development and hands-on training related to firearms proficiency for both recruits and officers attending Continuing Professional Training. This unit also serves as the Division's lead for Field Force Munitions training and is responsible for the management, maintenance, and distribution of all firearm-related equipment and inventory.

## **Gymnasium Unit**

The Gymnasium Unit leads training on subject control tactics and intermediate weapons such as TASERS and ASP batons. In addition to instruction for recruits and officers, the unit is also responsible for maintaining and issuing body armor and other protective equipment.

## **Training Section Collaboration**

While each unit has a specific area of focus, the Training Section functions collaboratively to ensure consistency in training standards, course delivery, and safety across the Division.

## **Training Documentation & Tracking**

Training participation and completion are tracked meticulously. In-person training uses physical sign-in sheets, while all training whether internal or approved external is logged in the Learning Management System. This system records course completion by officer, training type, date, and source.

Regular audits are conducted to ensure compliance with mandatory training requirements. Officers who fall behind on required training are flagged for follow-up, and continued non-compliance may result in remedial sessions or progressive disciplinary action.

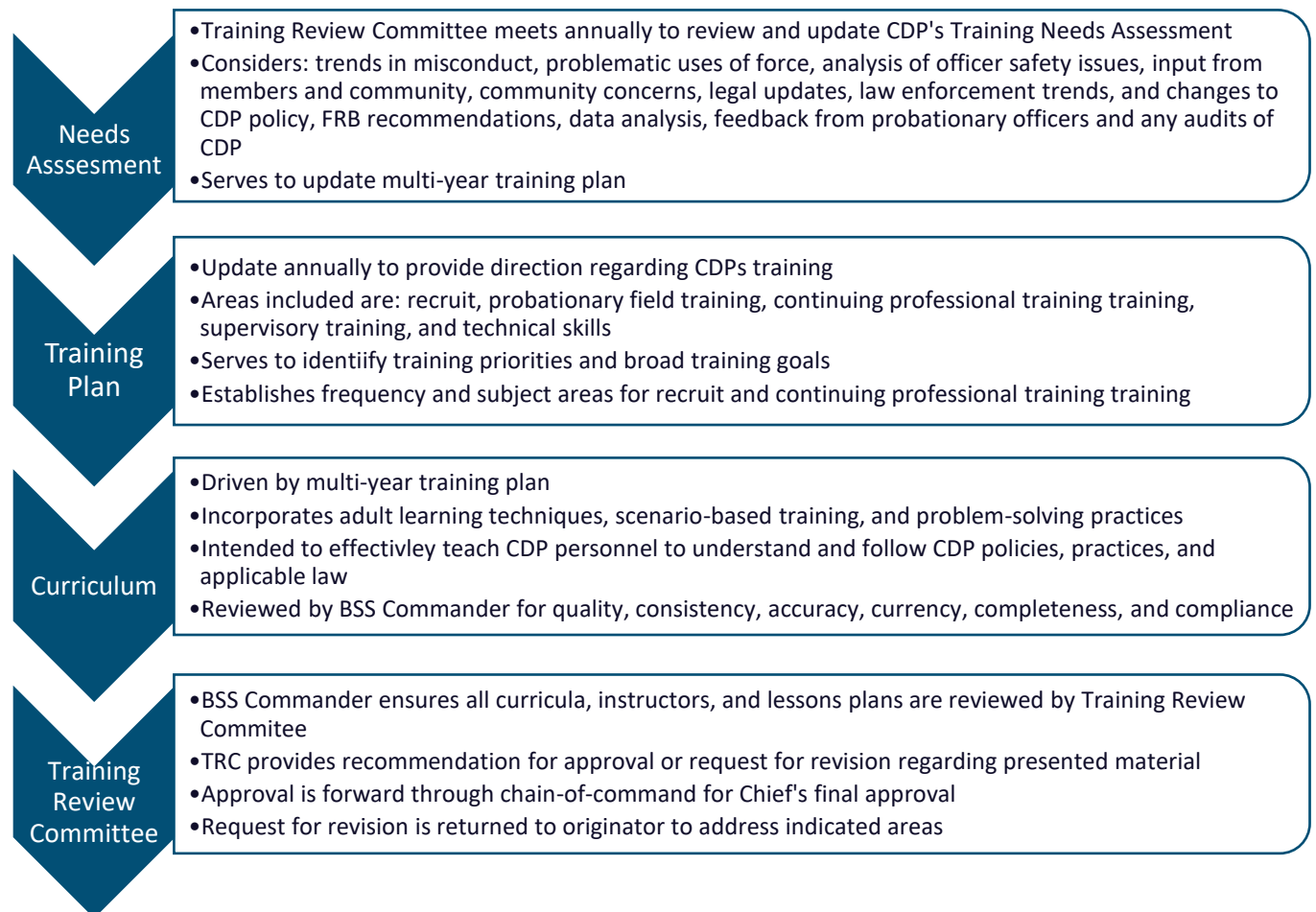
## **Ohio Police Officer Training Academy Overview**

To become a peace officer in Ohio, individuals must successfully complete a Peace Officer Basic Training Academy (POBTA) approved by the Ohio Peace Officer Training Commission (OPOTC). The Ohio Peace Officers Training Academy (OPOTA) offers two types of training academies: open enrollment and closed. The CDP operates as a closed academy, signifying that recruits are full-time employees of a law enforcement agency, with their primary duty being the successful completion of the POBTA. Completion of the academy, including passing a final physical fitness assessment, a state certification examination (OAC 109:2-1-11), and attendance of all hours mandated by OPOTC, results in the recruit's appointment as a peace officer by their agency.

The authority of OPOTC is derived from the Attorney General of Ohio (ORC 109.71), empowering it to establish and develop training programs for Peace Officer Basic Training Academies across the state. OPOTC has the flexibility to update or modify the POBTA curriculum on January 1 and/or July 1 of each year. The state-mandated minimum hours for each training topic are outlined in the OPOTC training curriculum, and it is recommended that OPOTA Academy Commanders provide more instructional hours than the minimum requirement.

As the governing agency for peace officer training in Ohio, OPOTC sets and updates the annual mandatory training topics required for all law enforcement officers statewide. Although there have been instances, such as in training years 2018 through 2021, when OPOTA did not require specific training hours, the CDP Training Section consistently integrates any new mandates or curriculum changes into its annual training plan when they are issued. Looking ahead to the 2026 training year, the Division anticipates a 24-hour training mandate. To meet this requirement efficiently, CDP plans to implement a hybrid learning model, combining both classroom and online instruction. Some courses developed by CDP or OPOTA may also fulfill multiple training requirements, pending approval from the City of Cleveland Law Department and OPOTA.

## Training Plan Methodology



## Training Review Committee (TRC) Overview

The Training Review Committee (TRC), led by the Bureau of Support Services (BSS) Commander, plays a critical role in ensuring that the Cleveland Division of Police (CDP) training remains relevant, responsive, and aligned with both professional standards and community expectations.

The TRC is a collaborative body that includes representatives from the Training Section, District Training Coordinators, union leadership, and members of the Cleveland Police Commission (CPC). This diverse group works together to conduct a comprehensive annual review and update of CDP's training plan.

At the heart of this process is a needs assessment that draws from a wide range of data sources and perspectives, including:

- Trends in misconduct complaints and use of force incidents
- Officer safety concerns and challenges
- Feedback from CDP personnel at all levels
- Community input and areas of concern
- Legal updates at the state and federal level
- Recent court decisions and policy changes
- Current research on law enforcement best practices
- Individual needs of CDP Districts
- Officer feedback on training effectiveness and satisfaction
- Evidence of how well training is being applied in the field

Beyond the needs assessment, the BSS Commander is also responsible for presenting all training-related materials such as curricula, lesson plans, instructor qualifications, and testing materials for TRC review. When appropriate, subject matter experts from outside the Division are consulted to evaluate specialized content.

The TRC reviews these materials and provides formal recommendations: either approving them for implementation or requesting revisions to meet quality and relevance standards. Finalized materials are forwarded to the Chief of Police for official approval. This thorough, collaborative process ensures CDP training remains high-quality, adaptive, and grounded in both constitutional policing principles and the real-world needs of the Cleveland community.



# Training Year 2026

## 2026 Training Overview

In the upcoming year of 2026, the Training Section is poised to cover a comprehensive array of topics during Continuing Professional Training for peace officers. The agenda includes reality-based training and policy reviews on the use of force, search and seizure, and bias-free policing. Additional topics include, firearms requalification, crowd management incidents, Active Bystandership for Law Enforcement Officers (ABLE), Taser 10 qualification, Crisis Intervention Training, ASP baton and OC Spray recertification, Community and Problem Oriented Policing, and OPOTC-mandated training.

A notable feature of the training program is a scenario-based event encompassing multiple topics, incorporating an assessment matrix meticulously crafted to evaluate officers' knowledge, skills, and abilities in these critical areas. Moreover, supervisors within the Cleveland Division of Police (CDP), ranging from Sergeant to Chief, are expected to attend and complete all aspects of the 2026 Continuing Professional Training. This initiative is complemented by supervisory-specific training, focusing on use-of-force investigations, bias-based complaint investigations, and the management of vehicle pursuits.

Training Section instructors are undergoing specialized training to emphasize the knowledge, skills, and abilities of all student officers. The performance matrix they employ is designed to elevate officer competencies in alignment with the Divisional goals and stakeholder values.

In a concerted effort to enhance community engagement and problem-solving strategies, the Training Section is promoting Community and Problem-Oriented Policing into the training curriculum. This integration will be facilitated with technical assistance from CRI-TAC and the COPS Office, ensuring a comprehensive approach to law enforcement that actively involves and addresses community concerns.

In the broader context of law enforcement in Ohio, the year 2026 mandates Continuing Professional Training (CPT) for all peace officers in the state. The OPOTC stipulates a requirement of 24 hours of training, with eight hours dedicated to mandatory topics. The training plan is intentionally designed with flexibility, allowing for adaptability to accommodate any mandates issued by OPOTC. This proactive approach underscores the CDP's commitment to remaining responsive to evolving state-level training requirements and ensuring the ongoing professional development of its officers.

## 2026 Continuing Professional Training Session I

The 2026 Continuing Professional Training for CDP stemmed from incorporating (when available) OPOTC-required training topics, along with identified training areas indicated in CDP's 2025 Needs Assessment.

Anticipated Topics			
Training Topic	Purpose	NA Page #	Hours
Pistol Requalification	This requalification event is necessary for every sworn officer in the State of Ohio. This requalification covers shooting from the hip, one-handed shooting, emergency reloading of the pistol, and distance shooting.	Pg. 22	2
Shotgun Requalification	This requalification event is necessary for every sworn officer in the State of Ohio. This requalification covers shooting the shotgun at various distances and loading and unloading the shotgun.	Pg. 22	2

Session I Schedule							
January 5, 2026 to April 10, 2026							
Monday		Tuesday		Wednesday		Thursday	
24 Members		24 Members		24 Members		24 Members	
Police Academy		Police Academy		Police Academy		Police Academy	
Group 1	Group 2	Group 1	Group 2	Group 1	Group 2	Group 1	Group 2
Pistol	Shotgun	Pistol	Shotgun	Pistol	Shotgun	Pistol	Shotgun
Lunch				Lunch			

Shotgun	Pistol	Shotgun	Pistol	Shotgun	Pistol	Shotgun	Pistol
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## 2026 Continuing Professional Training Session II

The second session of the 2026 Continuing Professional Training will incorporate crisis intervention training and integrated reality-based training scenarios. As identified in CDP's 2025 Needs Assessment (NA), all CDP members are required to complete use of force, search and seizure, and bias-free policing training, which is adequate in quality, quantity, type, and scope. To prepare for this session, members will complete an e-learning assignment covering relevant policies and procedures to apply during the scenarios.

Integrated Reality-Based Training will combine CDP's use of force, search and seizure, bias-free policing, community policing, and Divisional policies into a single session. The event includes an introduction, three reality-based modules, and individual worksheets. Officers' performance will be assessed using an evaluative matrix, promoting critical thinking and decision-making in realistic scenarios. Instructors will debrief each exercise to highlight gaps and provide immediate feedback, ensuring application aligns with Divisional policy and the law.

In addition, officers will receive annual Crisis Intervention Team (CIT) training during Session II CPT. This training reinforces best practices for interacting with individuals in crisis, emphasizing de-escalation techniques, effective communication, and tactical decision-making skills. This training will prepare officers to respond safely and effectively, protecting both community members and themselves while promoting positive outcomes in crisis situations.

Session II Schedule							
April 27, 2026 to June 30, 2026							
Monday		Tuesday		Wednesday		Thursday	
48 Members		48 Members		48 Members		48 Members	
Police Academy		Police Academy		Police Academy		Police Academy	
Group 1	Group 2	Group 1	Group 2	Group 1	Group 2	Group 1	Group 2
CIT	IRBT	IRBT	CIT	CIT	IRBT	IRBT	CIT
Lunch				Lunch			
CIT	IRBT	IRBT	CIT	CIT	IRBT	IRBT	CIT

## 2026 Continuing Professional Training Session III

During Session III Training, officers will transition to the use of the new Taser 10s, along with any updated policy revisions associated with its deployment. The session will incorporate hands-on skills practice and drills, allowing officers to develop proficiency in a controlled environment. In addition, the Training Section will utilize virtual reality simulations and real-life scenario exercises through integrated reality-based training, to reinforce decision-making, safety, and effective application in the field.

Session III Schedule							
July 20th through September 30th, 2026							
Monday		Tuesday		Wednesday		Thursday	
24 Members		24 Members		24 Members		24 Members	
Police Academy		Police Academy		Police Academy		Police Academy	
Group 1	Group 1	Group 1	Group 1	Group 1	Group 2	Group 1	Group 2
TASER CLASS	TASER CLASS	TASER IRBT	TASER VR	TASER CLASS	TASER CLASS	TASER IRBT	TASER VR
Lunch				Lunch			
TASER DRILLS	TASER DRILLS	TASER VR	TASER IRBT	TASER DRILLS	TASER DRILLS	TASER VR	TASER IRBT

## 2026 Recruit Training

The CDP plans to conduct three entry-level police academies in the training year 2026. The start dates will be determined by Division needs and budget allowances. Generally, CDP incorporates two types of basic police academy training, in-house police academies, and transitional academies.

In-house academies are held exclusively at the Cleveland Division of Police Headquarters or authorized OPOTC training sites. The CDP in-house basic academy training will be provided by CDP Training Section Staff and TRC-approved guest instructors. Transitional academies consist of a combination of the CDP Police Academy and the Cuyahoga Community College (CCC) Police Academy personnel. Cuyahoga Community College hosts and facilitates Ohio Peace Officer Basic training for CDP police recruits and is responsible for the vetting of instructors.



The curriculum includes only OPOTA-related material. Any Cleveland-specific training is conducted by Training Section staff. These topics typically include the review of CDP's recruit manual of rules, CDP's rank and structure, and the completion of Divisional Form-1s. Once recruits successfully complete CCC's academy, they transition to CDP's Training Academy, where they are provided with additional training to meet the requirements of the Division and the needs of the community.

While the initial topics are developed and guided by the Ohio Police Officer Training (Appendix A), CDP incorporates over 300 additional hours of instruction (Appendix B). In total, upon completing the academy, recruits will have received approximately 1100 hours of training. This does not account for the hours recruits are required to complete workbooks and notes outside of class.

Below are the current and anticipated CDP Recruit classes for 2026.

<b>Anticipated 2026 Recruit Training</b>				
<b>Class #</b>	<b>Class Type</b>	<b>Start</b>	<b>End</b>	<b>Size</b>
Recruit Class 162	In-house	March 25th	Q4 - 2026	30-50
Recruit Class 163	In-house	Q3	2027	30-50
Recruit Class 164	In-house	Q4	2027	30-50

## 2026 Field Training Program

As identified in CDP's 2025 NA, CDP has a significant need to hire and train new officers in 2026. Therefore, to ensure CDP has available FTOs and STOs, the Training Section plans to conduct two certification classes in 2026. The certification course includes a test that covers the course material, General Police Orders, and other policies and procedures. The candidate must pass all testing with a minimum score of 70% and meet the criteria below to be an approved FTO.

Field Training Officer selection process:

- To be considered for the program, FTO candidates shall be at least a Patrol Officer I and shall complete and submit an application, along with two references from direct supervisors through the chain of command. Certified FTOs are required to complete Specialized Crisis Intervention Training and candidates which completed SCIT prior to being certified as an FTO do not need to repeat this training. However, SCIT certification is a consideration in the vetting process for FTO selection.

- Background information is compiled by the FTC for review by the Field Training Committee. Information can include but is not limited to discipline history, sick time use, and performance evaluations.
- The Field Training Committee is a committee chaired by the FTC responsible for the selection and oversight of Field Training Officers. In addition to the FTC, the Committee shall include at least one member from each of the following: Field Operations, the Training Section, the Fraternal Order of Police, and the Cleveland Police Patrolmen's Association.
- Candidates are interviewed by the Field Training Committee. The Field Training Committee approves/disapproves of the assignment to be trained as an FTO and forwards its recommendations to the Chief of Police. The Chief of Police makes the final decision for assignment to be trained as an FTO.

Field Training Officer course selection:

- The current field training curriculum was selected by the Committee that created the current FTO program and is based on Division training goals.
- The Training Review Committee reviews the Field Training Program annually and provides recommendations to CDP for improvements. This review includes the curriculum for both certification and field training.
- Electronic surveys are sent to all FTOs/STOs to solicit feedback and allow for their input into the program. This survey data is provided to the Training Review Committee to assist with their annual review of the FTO program.
- This information, along with any updates in Division policies, training, and practices, serves to drive the recommendations. This information should be included in refresher training for current training officers.

<b>Anticipated 2026 FTO Certification Training</b>			
<b>Training Type</b>	<b>Date</b>	<b>NA Page #</b>	<b>Hours</b>
Initial Certification	March 9th	Pg. 33	36
Initial Certification	September 7th	Pg. 33	36

<b>Anticipated 2026 FTO Annual Recertification Training</b>			
<b>Training Type</b>	<b>Date</b>	<b>NA Page #</b>	<b>Hours</b>
Re-Certification	TBD	Pg. 33	16
Re-Certification	TBD	Pg. 33	16

## 2026 Supervisor Training

As identified in CDP's 2025 Needs Assessment, all CDP supervisors are required to attend training relating to the investigating of bias-based complaints and the investigation of uses of force. This training will be comprised of the rank of Sergeant and above. The first day of instruction will consist of an eight-hour block of instruction on biased-free policing practices, investigation, and response. This will be followed by an additional eight-hour day. Four, out of the eight hours will incorporate investigating uses of force, particularly 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.

In addition to this, supervisors will also be provided with four hours of comprehensive training in incident command and crowd management to enhance preparedness and leadership during critical incidents and responses to protest activity. This training will be implemented across all supervisory levels within CDP to ensure consistent command practices, effective communication, and the promotion of public safety and constitutional policing during large-scale or high-stress events.

<b>Supervisor Continuing Professional Training Topics</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>NA #</b>	<b>Hours</b>
Use of Force Investigations	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.	Pg. 28	4
Critical Incident Management	Provide incident command and Crowd management training for critical incidents and responses to protest activity to all supervisor levels within CDP	Pg. 28	4
Bias-Based Complaints Investigations	Provide training updates and lessons learned related to topics covered in prior supervisor training to include investigating use of force incidents and bias-based complaints.	Pg. 28	8



## 2026 Supplemental Training

### Force Review Board

SA Paragraph 125 specifies that the Force Review Board (FRB) will receive training on legal updates, revisions to CDP policies, and the CDP training curriculum related to the use of force. The goal of this training is to enhance FRB members' understanding of current legal standards, as well as any updates to Divisional policies and training practices concerning the use of force.

This training will be delivered through the Division's Learning Management System or in person and will incorporate case studies and assessment measures designed to evaluate FRB members' knowledge and skills in reviewing use of force incidents.

In addition, we are actively working to update the initial FRB training program to ensure it is more current, comprehensive, and responsive to identified findings, thereby strengthening the overall effectiveness and consistency of the Force Review Board's review process.

### Force Investigation Team

According to GPO 2.01.07 – Force Investigation Team, all FIT members are required to complete annual training to maintain the expertise, independence, and investigative skills essential to their role. This training is designed to ensure that use of force incidents are thoroughly reviewed for any potential violations of law or Division policy. It also focuses on identifying and addressing any gaps in training, tactics, or equipment related to the use of force.

The primary goal of this training is to uphold a high standard of investigative quality, reinforcing the integrity and effectiveness of the FIT's work.

The annual curriculum covers a broad range of critical topics, including:

- FIT procedures, callouts, and investigative protocols
- Distinctions between administrative and criminal investigations
- Procedures for officer-involved shootings
- Investigative equipment, tools, and techniques
- Roles and coordination with key partners, including crime scene technicians, the Monitor, outside investigative agencies, the prosecutor's office, and OPS
- Methods for objective fact-gathering and evaluation

- Techniques for assessing credibility and ensuring impartial investigations

This comprehensive approach ensures that FIT investigators remain fully prepared to manage the complexities and responsibilities of their assignments with professionalism and integrity.

### Specialized CIT Training

Officers certified as Specialized Crisis Intervention Trained (SCIT) Officers must complete eight hours of annual in-service crisis intervention training. This training is typically developed and delivered through a partnership between the Office of CIT and community experts.

The Training Section plays a key role in supporting this effort by providing essential resources, such as training facilities, supplemental instructors, and assistance with curriculum development, to ensure the training is effective and impactful.

Additionally, feedback and guidance from the Training Review Committee help enhance the quality and relevance of the program, reinforcing a collaborative and comprehensive approach to preparing officers for effective crisis response.

### Mobile Field Force

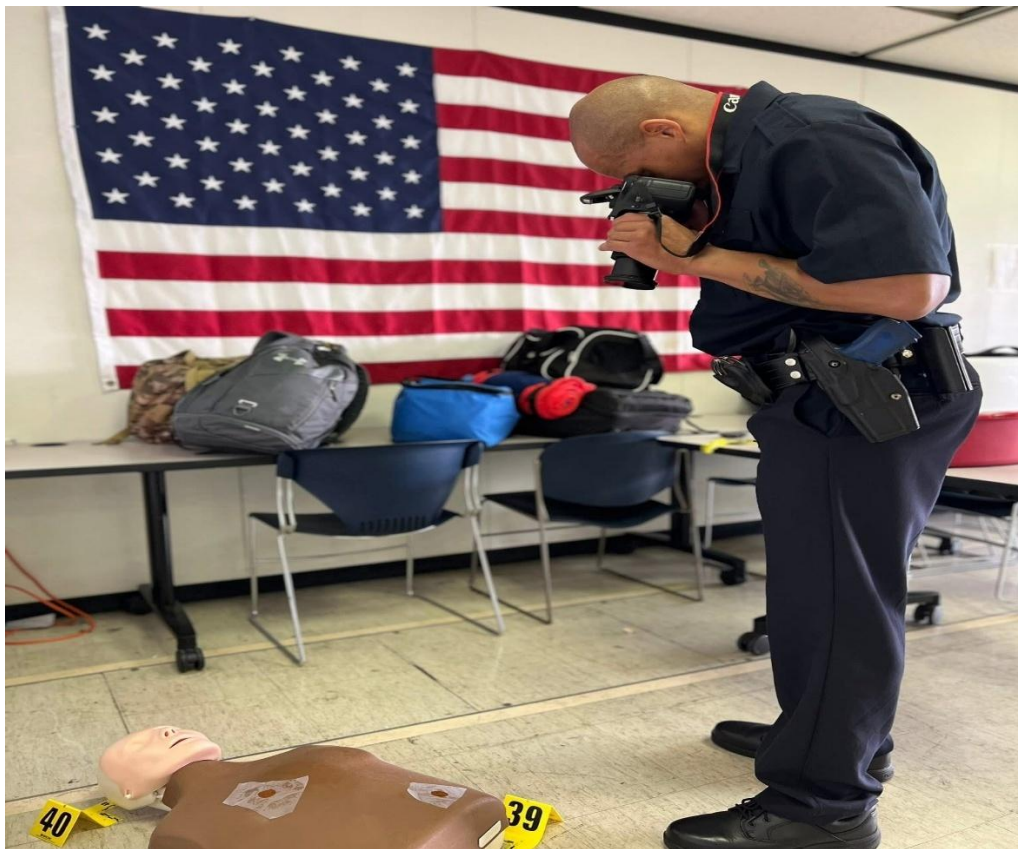
In accordance with GPO 4.07.05 – Mobile Field Force Operations, the Field Force Commander will coordinate quarterly unit meetings and an annual approved training session in partnership with the Training Section. The Training Section will monitor these exercises and provide written evaluations to the Chief of Police through the established chain of command.

Per GPO 5.07.06 – Grenadier Protocols, all certified grenadiers must complete required training to maintain their certification.

- Initial Training: Members must successfully complete a minimum 16-hour comprehensive training program, scheduled by the Ordnance Unit. This training provides the essential knowledge and skills needed for certification.
- Annual Training: Each year, certified grenadiers are required to participate in at least 8 hours of refresher training to reinforce and advance their operational skills.

## Specialized Unit Training

In 2026, the Division of Police is developing a new process to ensure that all training, including specialized training, is formally reviewed by the Training Section prior to implementation. This process is intended to provide consistent oversight and accountability for all training activities across the Division. Through this review, the Training Section will evaluate submitted training to confirm that it aligns with the Division's established policies, procedures, and training standards. By centralizing this review, the Division aims to promote uniformity and ensure that all training supports the mission and expectations of the Division.



# Training Year 2027

## 2027 Training Overview

In 2027, the Training Section will cover the following topics during Continuing Professional Training: use of force policy, search and seizure policy, firearms, officer wellness, TASER 10 requalification training, Crisis Intervention, subject control, ASP baton, OC Spray, and OPOTC-mandated training. The Training Section will provide a scenario-based training event covering a multitude of the above topics with an assessment matrix designed to judge an officer's knowledge, skills, and abilities in those areas. Furthermore, CDP supervisors from the rank of Sergeant through the rank of Chief will attend and complete all aspects of the 2027 Continuing Professional Training. This is in addition to supervisory-specific training. Training Section instructors will be debriefed, focusing on the knowledge, skills, and abilities of all student officers through a performance matrix specifically designed to enhance an officer's competencies through the lens of the Divisional goals and stakeholder values.

## 2027 Continuing Professional Training Session I

The 2027 Continuing Professional Training for CDP stemmed from incorporating OPOTC-required training topics, along with identified training areas indicated in CDP's 2026 Needs Assessment. As identified in CDP's 2025 Needs Assessment (2025 NA), all CDP members are required to satisfactorily pass an OPOTA proficiency course and complete 16 hours of annual firearms training (page 4).

The first session will focus on state-required firearms requalification and firearms scenario-based training (*SA PARA 55*). OPOTC establishes the annual firearms course and proficiency standards to maintain state qualifications. The Ordnance Unit ensures members are proficient and meet or exceed the standards set by OPOTC. This session satisfies eight out of the sixteen hours required annually for firearms training.



Anticipated 2027 Continuing Professional Training Topics			
Training Topic	Purpose	Date	Hours
Pistol Requalification	This requalification event is necessary for every sworn officer in the State of Ohio. This requalification covers shooting from the hip, one-handed shooting, emergency reloading of the pistol, and distance shooting.	NA	4
Shotgun Requalification	This requalification event is necessary for every Sworn officer in the State of Ohio. This requalification covers shooting the shotgun at various distances and loading and unloading the shotgun.	NA	4

## 2027 Recruit Training

The CDP intends to conduct three entry-level police academies during training year 2027. The start dates will be determined by Division needs and budget allowances. Generally, CDP incorporates two types of basic police academy training, in-house police academies, and transitional academies.



Below are the current and anticipated CDP Recruit classes for 2027.

## 2027 Field Training Program

Anticipated 2027 Recruit Training				
Class #	Class Type	Start	End	Size
Recruit Class 165	In-house	TBD	TBD	30-50
Recruit Class 166	In-house	TBD	TBD	30-50
Recruit Class 167	In-house	TBD	TBD	30-50

CDP has a significant need to hire and train new officers in 2027. Therefore, to ensure CDP has FTOs and STOs available, the Training Section plans to conduct two certification classes in 2027, along with continual recertification classes.

Anticipated 2027 FTO Certification Training			
Training Type	Date	NA Page #	Hours
Initial Certification	TBD	Pg. 33	36
Initial Certification	TBD	Pg. 33	36

Anticipated 2027 FTO Annual Recertification Training			
Training Type	Date	NA Page #	Hours
Re-Certification	TBD	Pg. 33	16
Re-Certification	TBD	Pg. 33	16

## 2027 Supervisor Training

As identified in CDP's 2025 Needs Assessment, CDP supervisors are required to attend training relating to the investigating of bias-based complaints and the investigation of uses of force.

In addition to this, as the Division continues to update the Officer Intervention Program supervisors must be trained to recognize performance concerns early and to engage in coaching, mentorship, and non-punitive corrective action when appropriate. Training should also reinforce the importance of recognizing and rewarding positive performance to strengthen morale and model professional excellence.

Anticipated 2027 Supervisor Continuing Professional Training			
Training Topic	Purpose	Date	Hours
Use of Force Review and Investigations	Provide 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.	TBD	8
Officer Intervention Program	Recognize performance concerns early and engage in coaching and mentorship when non-punitive corrective action is appropriate		4
Bias-Based Complaints Investigations	Provide training updates and lessons learned related to topics covered in prior supervisor training to include investigating use of force incidents and bias-based complaints.	Pg. 28	4

## 2027 Supplemental Training

### Force Review Board

SA Para 125 specifies that the force review board will receive training on legal updates, updates to CDP's policies, and CDP training curriculum related to the use of force. The intention is to provide information to improve members of the Force Review Board's knowledge relating to current legal updates, any changes to CDP's policies and training curriculum related to use of force.

This training will be facilitated either through the Division's Learning Management System or in-person and will include case studies and assessment measures related to use of force incidents to identify and demonstrate FRB members' knowledge and skills related to reviewing use of force incidents.

### Force Investigation Team

According to GPO 2.01.07, Force Investigation Team, all FIT members are required to complete annual training to maintain the expertise, independence, and investigative skills essential to their role. This training is designed to ensure that use of force incidents are thoroughly reviewed for any potential violations of law or Divisional policy. It also focuses on identifying and addressing any gaps in training, tactics, or equipment related to the use of force.

The primary goal of this training is to uphold a high standard of investigative quality, reinforcing the integrity and effectiveness of the FIT's work.

The annual curriculum covers a broad range of critical topics, including:

- FIT procedures, callouts, and investigative protocols
- Distinctions between administrative and criminal investigations
- Procedures for officer-involved shootings
- Investigative equipment, tools, and techniques
- Roles and coordination with key partners, including crime scene technicians, the Monitor, outside investigative agencies, the prosecutor's office, and OPS
- Methods for objective fact-gathering and evaluation
- Techniques for assessing credibility and ensuring impartial investigations

This comprehensive approach ensures that FIT investigators remain fully prepared to manage the complexities and responsibilities of their assignments with professionalism and integrity.

### Specialized CIT Training

Officers certified as Specialized Crisis Intervention Trained (CIT) Officers must complete eight hours of annual in-service crisis intervention training. This training is typically developed and delivered through a partnership between the Office of CIT and community experts.

The Training Section plays a key role in supporting this effort by providing essential resources—such as training facilities, supplemental instructors, and assistance with curriculum development—to ensure the training is effective and impactful.

Additionally, feedback and guidance from the Training Review Committee help enhance the quality and relevance of the program, reinforcing a collaborative and comprehensive approach to preparing officers for effective crisis response.

### Mobile Field Force

In accordance with GPO 4.07.05 – Mobile Field Force Operations, the Field Force Commander will coordinate quarterly unit meetings and an annual approved training session in partnership with the Training Section. The Training Section will monitor these exercises and provide written evaluations to the Chief of Police through the established chain of command.

Per GPO 5.07.06 – Grenadier Protocols, all certified grenadiers must complete required training to maintain their certification.



- Initial Training: Members must successfully complete a minimum 16-hour comprehensive training program, scheduled by the Ordnance Unit. This training provides the essential knowledge and skills needed for certification.
- Annual Training: Each year, certified grenadiers are required to participate in at least 8 hours of refresher training to reinforce and advance their operational skills.

# Training Year 2028

## 2028 Training Overview

In 2028, the Training Section will cover the following topics during Continuing Professional Training: use of force policy, search, and seizure policy, firearms, officer wellness, TASER 10 requalification training, Crisis Intervention, Subject Control, ASP baton, OC Spray, and OPOTC-mandated training. The Training Section will provide a scenario-based training event covering a multitude of the above topics with an assessment matrix designed to judge an officer's knowledge, skills, and abilities in those areas. Furthermore, CDP supervisors from the rank of Sergeant through the rank of Chief will attend and complete all aspects of the 2028 Continuing Professional Training. This is in addition to supervisory-specific training. Training Section instructors will be debriefed, focusing on the knowledge, skills, and abilities of all student officers through a performance matrix specifically designed to enhance an officer's competencies through the lens of the Divisional goals and stakeholder values.

## 2028 Continuing Professional Training Session I

The 2028 Continuing Professional Training for CDP stemmed from incorporating OPOTC-required training topics, along with identified training areas indicated in CDP's 2027 Needs Assessment. Historically, in CDP's Needs Assessment, all CDP members are required to satisfactorily pass an OPOTA proficiency course and complete 16 hours of annual firearms training (page 4).

The first session will focus on state-required firearms requalification and firearms scenario-based training (**SA PARA 55**). OPOTC establishes the annual firearms course and proficiency standards to maintain state qualifications. The Ordnance Unit ensures members are proficient and meet or exceed the standards set by OPOTC. This session satisfies eight out of the sixteen hours required annually for firearms training.

Anticipated 2028 Continuing Professional Training Topics			
Training Topic	Purpose	Date	Hours
Pistol Requalification	This requalification event is necessary for every sworn officer in the State of Ohio. This requalification covers shooting from the hip, one-handed shooting, emergency reloading of the pistol, and distance shooting.	NA	4
Shotgun Requalification	This requalification event is necessary for every Sworn officer in the State of Ohio. This requalification covers shooting the shotgun at various distances and loading and unloading the shotgun.	NA	4

## 2028 Recruit Training

Anticipated 2028 Continuing Professional Training Topics			
Training	Purpose	Date	Hours
ABLE	ABLE intended to achieve cultural transformation through refresher training prompting officer wellness and intervention	NA	2
eLearning "Session II Preload" (UOF/S&S/BF)	In scenario-based training, learners aren't just passively absorbing information, they are encouraged to use critical thinking skills and decision-making. These areas include search and seizure, use of force, and bias-free policing	NA	1
OPOTC Mandates	This block of instruction was left open in anticipation of the upcoming OPOTC Mandates.	NA	4
Taser	CDP has transitioned to Taser 10 CEW. This training will satisfy the requirements of Taser Axon and further familiarize officers with the new platform.	NA	4
Integrated Reality Based Training	In scenario-based training, learners aren't just passively absorbing information, they are encouraged to use critical thinking skills and decision-making. These areas include search and seizure, use of force, and bias-free policing.	NA	8
Crisis Intervention Training	TBD	NA	4
CPR	Required by the American Heart Association for all officers to be certified in CPR	NA	8

The CDP intends to conduct three entry-level police academies during training year 2028. The start dates will be determined by Division needs and budget allowances. Generally, CDP incorporates two types of basic police academy training, in-house police academies, and transitional academies.

Below are the current and anticipated CDP Recruit classes for 2028.

<b>Anticipated 2028 Recruit Training</b>				
<b>Class #</b>	<b>Class Type</b>	<b>Start</b>	<b>End</b>	<b>Size</b>
Recruit Class #168	In-house	TBD	TBD	30-50
Recruit Class #169	In-house			30-50
Recruit Class #170	In-house			30-50

## 2028 Field Training Program

CDP has a significant need to hire and train new officers in 2028. Therefore, to ensure CDP has FTOs and STOs available, the Training Section plans to conduct two certification classes in 2028, along with continual recertification classes.

<b>Anticipated 2028 FTO Certification Training</b>			
<b>Training Type</b>	<b>Date</b>	<b>NA Page #</b>	<b>Hours</b>
Initial Certification	TBD	Pg. 33	36
Initial Certification	TBD	Pg. 33	36

<b>Anticipated 2028 FTO Annual Recertification Training</b>			
<b>Training Type</b>	<b>Date</b>	<b>NA Page #</b>	<b>Hours</b>
Re-Certification	TBD	Pg. 33	16
Re-Certification	TBD	Pg. 33	16

## 2028 Supervisor Training

As identified in CDP's 2025 Needs Assessment, CDP supervisors are required to attend training relating to the investigating of bias-based complaints and the investigation of uses of force.

In addition to this training, performance evaluations training is essential to ensure that performance assessments are timely, fair, and consistent. This training should focus on equipping supervisors with the knowledge and skills necessary to objectively evaluate officer performance using criteria aligned with Divisional goals and standards. Supervisors should learn how to document performance accurately, provide constructive feedback, and address both strengths and areas for improvement in a professional and supportive manner.

<b>Anticipated 2028 Supervisor Continuing Professional Training</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
Use of force Review and Investigations	Provide 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.	TBD	8
Bias-Based Complaints Investigations	Provide training updates and lessons learned related to topics covered in prior supervisor training to include investigating use of force incidents and bias-based complaints.		4
Performance Evaluations	To ensure performance evaluations are conducted timely, fair, and consistent to accurately evaluate officer performance		4

## 2028 Supplemental Training

### Force Review Board

*SA Para 125* specifies that the force review board will receive training on legal updates, updates to CDP's policies, and CDP training curriculum related to the use of force. The intention is to provide information to improve members of the Force Review Board's knowledge relating to current legal updates, any changes to CDP's policies and training curriculum related to use of force.

This training will be facilitated either through the Division's Learning Management System or in-person and will include case studies and assessment measures related to use of force incidents to identify and demonstrate FRB member's knowledge and skills related to reviewing use of force incidents.

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# OPOTC Basic Peace Officer Training Courses



Ohio Peace Officer Training Commission  
Office 800-346-7682  
P.O. Box 309  
London, Ohio 43140  
www.OhioAttorneyGeneral.gov

## Ohio Peace Officer Training Commission

### Peace Officer Basic Training Audit Sheet

Curriculum Code: BAS-042  
All Topics & Hours are Mandatory

#### 1. Administration

1. Introduction to Basic Training (7/1/23)	1
2. Introduction to Policing (7/1/14)	6
3. Fundamentals of the Criminal Justice System (7/1/14)	3
4. Community Diversity & Procedural Justice (7/1/16)	16
5. Ethics & Professionalism (3/15/21)	5
6. Below 100 (1/1/18)	4
7. Report Writing (7/1/19)	8
	<u>43</u>

#### 2. Legal

1. Legal Basics (7/15/21)	6
2. Ohio Revised Code	
A. Crimes Against Persons (3/15/21)	20
E. Crimes Against Property (7/15/21)	10
K. Crimes Against the Admin. of Safety & Justice (7/15/21)	12
O. Other Offenses (6/13/22)	16
3. Arrest, Search, & Seizure (7/15/21)	36
6. Civil Liability & Use of Force (7/15/21)	6
7. Testifying In Court (7/1/19)	5
	<u>111</u>

#### 3. Human Relations

1. Interacting with the Media (1/1/21)	4
2. Blue Courage: The Heart and Mind of the Guardian (7/1/18)	16
3. Domestic Violence (7/1/23)	12
4. Crisis Intervention (7/15/21)	24
5. Child Abuse & Neglect (7/1/23)	8
6. The Missing & Human Trafficking (3/15/21)	14
7. Juvenile Justice System (1/1/21)	3
8. Responding to Victims' Needs & Rights (10/15/21)	6
	<u>87</u>

#### 4. Firearms

1. Handgun (7/15/21) *	N/A
2. Shotgun (1/1/16) *	N/A
	<u>60</u>

#### 5. Driving

1. Driving (1/1/15) *	<u>24</u>
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#### 6. Subject Control Techniques

1. Subject Control Techniques (7/15/21) *	70
2. Impact Weapons (5/15/21) *	8
	<u>78</u>

#### 7. First Aid/CPR/AED

1. First Aid/CPR/AED (7/1/18) *	8
2. Critical Injury First Aid (7/1/18) *	8
	<u>16</u>

#### 8. Patrol

1. Patrol Aspects & Overview (7/1/23) *	12
2. Companion Animal Encounters (3/15/21)	2
4. Building Searches (7/1/23) *	12
5. Stops & Approaches (6/13/22) *	30
6. Vehicle Theft & Identification (7/1/18)	2
7. Gang Awareness (7/1/19)	4
8. LEADS (1/1/18)	2
9. Booking & Handling (7/1/16)	4
10. Ohio Law Enforcement Gateway (OHLEG) (7/1/23)	1
	<u>65</u>

#### 9. Civil Disorders

1. Civil Disorders (7/1/19)	<u>8</u>
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#### 10. Traffic

1. Introduction to Traffic (3/15/21)	1
2. Motor Vehicle Offenses (3/15/21)	8
4. Traffic Crash Investigation (7/15/21)	32
5. Uniform Traffic Ticket (1/1/21)	2
6. NHTSA Speed Measuring Device (1/1/21) *	40
7. Traffic Direction & Control (7/1/19)	2
8. NHTSA SFST (7/1/19) *	40
	<u>125</u>

#### 11. Investigation

1. Crime Scene (7/1/18)	26
2. Digital Evidence (7/1/19)	3
4. Police Photography (7/1/18)	3
5. Tracing Stolen Property (7/1/18)	1
7. Drug Awareness (10/15/21)	8
11. Lineups (10/15/21)	2
12. Gambling (10/15/21)	1
14. Surveillance (7/1/18)	3
15. Interview & Interrogation (7/15/21)	6
	<u>53</u>

#### 12. Physical Conditioning

1. Physical Fitness & Conditioning (5/15/21) *	40
2. Critical Incident Stress Awareness (7/15/21)	4
	<u>44</u>

#### 13. Homeland Security

1. HazMat & WMD Awareness for the First Responder (7/1/19) *	8
2. Bombs & Explosives (7/1/14)	2
3. Terrorism Awareness (7/1/15)	4
4. Incident Command System (ICS) (1/1/21) *	4
5. National Incident Management System (NIMS) (1/1/21) *	4
	<u>22</u>

TOTAL HOURS 740

SF515bas

\* Mandatory Skill

Effective: 07/01/2023

NOTICE: Topic numbers within some Units have been deleted and are currently not being used



## Cleveland Division of Police Specific Recruit Courses

	Topic	Hours		Topic	Hours
1	Badge Ceremony	2	39	LEADS testing	4
2	Bias Free (initial)	16	40	LERMS /OHLEG / Leads security	8
3	Black Shield	1	41	MDT	1
4	Blue Coats	1	42	Mindfulness	8
5	Blue Team	4	43	Missing Persons	4
6	Bomb Squad	4	44	Missing Persons Juvenile	2
7	Box app	2	45	Muni- Codes	1
8	Building Searches	8	46	Novak Supply	1
9	Chaplain Program	1	47	OC Spray	8
10	Community Engagement Day	8	48	Officer Survival	4
11	Community Engagement Debrief	2	49	OH-1's	8
12	Constitutional law/use of force	4	50	OHLEG	1
13	County Arrest procedures	4	51	OVI paperwork	8
14	Court Room Processing / Visit	4	52	Patrol Simulation Day	8
15	CPD forms	4	53	PIO, SOCIAL MEDIA	1
16	CPD HISTORY	4	54	Property tagging	2
17	CPPA	2	55	Pursuit Policy	2
18	Credit Union	1	56	Radio Procedures	2
19	Crime Scene	2	57	RAID / Active Shooter	12
20	Crisis Intervention Training (CIT)	8	58	Report Writing	16
21	De-escalation (Dr. Singer & Mike Walker)	4	59	Roll Call	5
22	Domestic Violence (DV Unit)	2	60	Rules And Regulations	2
23	Drill & Ceremony Graduation Practice	4	61	Safe Scenario Training	4
24	Drug & Alcohol Policy / Testing	1	62	Search & Seizure 2019	8
25	Duty Report / Run sheet	2	63	Search & Seizure 2019 Preload	2
26	EAU	2	64	Sexual harassment	1
27	Ethics	2	65	Stops and Approaches	8
28	Field Based Reporting	8	66	Strategies For Youth	16
29	Field Force	8	67	Stress Management / Emotional Survival	4
30	Field Force issue and sizing	2	68	Taser	16
31	Firearms	20	69	Use Of Force (initial)	16
32	FOP	1	70	Use Of Force (Initial Preload)	2
33	Form-1	1	71	Use Of force (2019)	8
34	FTO Program	4	72	Vest Dispersal	2
35	GPO's/ DN / Manual of Rules	2	73	WCS review	4
36	Internal affairs, OPS	1	74	Wearable Camera System (WCS)	4
37	Introduction to the DOJ	2	75	Wellness Works	1
38	Juvenile arrests	1	76		
	Hours Sub Total	149		Hours Sub Total	204
		Total	353		