

# IDAHO PEACE OFFICER STANDARDS & TRAINING PROCEDURE

## 12.18 CURRICULUM

### A. General

The Peace Officer Standards and Training (POST) Council has delegated the authority to the POST Administrator to conduct and/or certify basic training academies for Idaho's nine peace officer disciplines:

- Patrol officers;
- County detention officers;
- Emergency communications officers;
- Correction officers;
- Adult felony probation and parole officers;
- Adult misdemeanor probation officers;
- Juvenile Corrections (IDJC) direct care staff;
- Juvenile detention officers; and
- Juvenile probation officers.

Idaho POST, as the certifying agency for all law enforcement officers in the state, is responsible for the quality of content and method of delivery of all POST Basic Academy Curricula. The Curriculum Department ensures training is consistent with existing law, statewide law enforcement and detention practices, and sound educational principles. POST Basic Academy Curricula materials are subject to POST Council approval, review, and revisions.

### B. Definitions

“Curriculum” means the aggregate of objectives, lesson plans, Power Points and other audiovisual materials, and test questions used to deliver approved training in the POST basic academy.

### C. Developing Curriculum

1. The Curriculum Department is responsible for the development, dissemination, and maintenance of the standards for curriculum.
  - a. The learning objectives are written using [Blooms Taxonomy Standards](#) and reflect current law enforcement practices.
  - b. The lesson plan utilizes the T-Bar Lesson Plan format unless using standardized curriculum (e.g. Use of Force, ARCON, EVOC, TacMed).
  - c. The PowerPoint presentation utilizes the POST standards templates for uniformity, consistency, and professionalism.

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- d. The test questions are developed following standards that focus on concise and unambiguous wording based on information derived from the Academy objectives and contained in the lesson plan and PowerPoint.
2. Curriculum analysis includes several steps.
  - a. Four levels of the Kirkpatrick model of training evaluation are used.
    - i. For Level 1, participants evaluate the class and instructor.
    - ii. For Level 2, participants take a certification exam.
    - iii. For Level 3, a follow-up survey of graduates and their administrators is conducted 6 months after graduation.
  - b. Analysis of the first three levels of the Kirkpatrick model of training evaluation is conducted annually to inform curriculum updates.
  - c. . An extensive review of the curriculum is conducted on a five-year rotating basis. Based on subject matter expert input a curriculum update plan is developed.
  - d. A compilation of proposed courses, hours, and objectives are created reflecting input from the subject matter experts and must be approved by POST Council.
3. The Curriculum Department acts as Instructional Designers for the curriculum development process using the courses, hours, and objectives developed through the curriculum analysis process.
  - a. The curriculum content is written by contracted and volunteer Subject Matter Experts (SMEs) in the Criminal Justice field. The Curriculum Department establishes curriculum development expectations and provides appropriate documents to the SMEs including standard POST lesson plan, PowerPoint, and test question templates.
  - b. Throughout the curriculum development process, the Curriculum Department sets deadlines, documents the progress, provides updates to management, and provides support with the process.
  - c. Developed curriculum is submitted to and reviewed by the Curriculum Department to ensure inclusion of all required content, use of POST standards, consistency between all submitted documents, and assurance of correct spelling and grammar. When appropriate, curriculum is validated by additional SMEs to assure correct content.
  - d. The test questions submitted will be assessed using POST standards. When needed, test questions will be revised and additional questions may be written.
  - e. All curriculum analysis and development documents are archived using an electronic file, segregated by academy discipline and session, and automatically backed up nightly. Access is restricted to POST Administration, Curriculum Department, and IT.
4. Curriculum implementation begins with submission to a discipline committee when appropriate, the POST Training Subcommittee, and POST Council for approval of courses and objectives.
  - a. Law enforcement personnel are informed of the completed review process and availability of curriculum material on the POST Instructor Portal, POST Student Portal, and the Academy File and Instructor File on the internal POST network.
  - b. The curriculum is closely monitored, and necessary updates are made as needed through frequent contact with Training Coordinator(s) and SMEs regarding the academy.
    - i. The Instructor is responsible to teach to the approved lesson plan.

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- ii. The Instructor's class may be monitored to review progress to meet POST objectives.
  5. The curriculum content is assessed through written examinations, scenarios, and in-class demonstrations. Test questions are reviewed for validity. Surveys are conducted including instructor evaluations, student opinion of training prior to and after graduation, and agency opinion of student training effectiveness.
  6. The curriculum modality is based on adult learning theory and includes active learning, problem solving and problem-based learning, adult learning styles, and follows [Blooms Taxonomy standards](#) in the cognitive, affective, and psychomotor domains.
- D. The curriculum for each Academy is updated on a five-year rotation following the schedule in Attachment 1.



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## Attachment 1

	2021	2022	2023	2024	2025
<b>Curriculum Review &amp; Update</b>		Juvenile Detention Part Time Juv Det. Felony P&P	Juvenile Corrections Emergency Comm. Marine Detention	Misdemeanor Probation Correction Patrol & Reserve	Instructor Development Juvenile Probation
<b>Curriculum Implementation</b>	Instructor Development Juvenile Probation		Juvenile Detention Part Time Juv Det. Felony P&P	Juvenile Corrections Emergency Comm. Marine Detention	Misdemeanor Probation Correction Patrol & Reserve
<b>Curriculum Use</b>		Instructor Development Juvenile Probation		Juvenile Detention Part Time Juv Det. Felony P&P	
					Juvenile Corrections Emergency Comm. Marine Detention
<b>Curriculum Evaluation</b>				Instructor Development Juvenile Probation	

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	2026	2027	2028	2029
<b>Curriculum Review &amp; Update</b>		Juvenile Detention Part Time Juv Det. Felony P&P	Juvenile Corrections Patrol	Misdemeanor Probation Correction Detention
<b>Curriculum Implementation</b>	Instructor Development Juvenile Probation	Juvenile Detention Part Time Juv Det. Felony P&P Emergency Communication	Juvenile Detention Part Time Juv Det. Felony P&P	Juvenile Corrections Patrol
<b>Curriculum Use</b>	Juvenile Corrections Emergency Comm. Marine Detention	Instructor Development Juvenile Probation		Juvenile Detention Part Time Juv Det. Felony P&P
	Misdemeanor Probation Correction Patrol & Reserve			
<b>Curriculum Evaluation</b>	Juvenile Detention Part Time Juv Det. Felony P&P	Juvenile Corrections Emergency Comm. Marine Detention	Misdemeanor Probation Correction Patrol & Reserve	Instructor Development Juvenile Probation