

Newton Police Department 2022-2023 Training Initiatives
MGL c. 6E and 550 CMR 6.00 – Use of Force for Police Officers

Active Bystander in Law Enforcement (ABLE)

Following the recommendations of the Newton Police Reform Task Force, Chief Carmichael implemented training in Active Bystander for Law Enforcement (ABLE).

100 NPD Officers currently trained.

The ABLE training curriculum was developed at Georgetown University which facilitates the train the trainer program. The ABLE Project training is designed to prepare officers to successfully assume their duty to intervene and support a culture of peer intervention.

ABLE aligns with longstanding Massachusetts case law (*Commonwealth v. Adams, 416 Mass 558 (1993)*)

All NPD Officers Trained.

Integrating Communications & Tactics (ICAT)

ICAT is a use-of-force training program designed to teach police officers how to respond to dynamic, evolving, and volatile situations in which subjects are behaving erratically and often dangerously. Officers are trained to make sound critical decisions and attempts to de-escalate situations to a peaceful resolution.

120 Officer trained.

IACP One Mind Campaign

The One Mind Campaign seeks to ensure successful interactions between law enforcement and individuals with mental health conditions. The initiative focuses on uniting local communities, public safety organizations, and mental health organizations so that the three become "of one mind."

NPD made pledge to implement four critical practices to achieve one mind:

1. **PARTNERSHIP (CCIT):** Establish a clearly defined and sustainable partnership with one or more community health organizations.

Response: The Newton Police Department co-chairs the Newton Community Crisis Intervention Team (CCIT). CCIT is a partnership between community-based stakeholders responsible for the mental health and well-being of community members. These stakeholders include the Newton Police Department Jail Diversion Clinician, Newton Health and Human Services (HHS), Newton Public Schools (NPS), Coastal EMS, Massachusetts Department of Mental Health (DMH), Riverside Community Care, Advocates Mental Health Services, Springwell Social Services, Newton-Wellesley Hospital, Newton District

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Court Probation, and other related organizations. The partnership of CCIT allows us to provide the best quality of continued care for those people in need of mental health services and crisis response.

2. **POLICY:** Develop and implement a model policy addressing law enforcement response to individuals with mental health conditions.

Response: The Newton Police Department has adopted policies and procedures in responding to and handling emotionally disturbed persons and mental health crisis situations. See: GENERAL ORDER: 554

3. **TRAINING:** Train and certify 100 percent of sworn officers (and selected non-sworn staff, such as dispatchers) in mental health awareness courses by:

Providing CIT or equivalent crisis response training to a minimum of 20 percent of sworn officers (and selected non-sworn staff); and

Providing Mental Health First Aid training (or equivalent) to the remaining 80 percent of officers (and selected non-sworn staff).

Response: The Newton Police Department has achieved this vital training requirement. As of January 2023, NPD has trained nearly 1/3 of our officers (45 officers) in Crisis Intervention Training through the Norfolk County CIT Training & Technical Assistant Program conducted in partnership with the Massachusetts Department of Mental Health and the National Alliance on Mental Illness (Massachusetts). This 40-hour Crisis Intervention Training course is consistent with the Memphis Model. In addition to CIT, the department has trained all officers in the mental health first aid equivalent, Integrating Communications, Assessment, & Tactics (ICAT) de-escalation techniques, the ABLE Project – Active Bystander in Law Enforcement duty to intervene, and is currently training on our TI simulator to perform scenario based de-escalation training.

NPD CIT Training Components:

50+ Officers Trained in CIT - The CIT Training & Technical Assistance Program includes, but not limited to the following topics:

- Mood Disorders
- Working with Emergency Services
- Psychosis
- Hearing voices exercises

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- Substance Use Disorder
- Learn to Cope Resources
- Behavioral Health in Children & Teens
- Case Studies & Response
- Hoarding – Clutter
- Elder Mental Health
- Veterans
- Trauma
- Working with ER – Section 12 & Section 35 Commitments
- Autism
- Cultural Considerations
- Resource Centers
- CCIT
- Mental Health & Criminal Justice System & Diversion
- De-escalation Exercises
- Officer Wellness

TI Simulator

The NPD TI Simulator is now an effective training tool to train our officers through simulated exercises thereby honing their skills to assist them in dealing with critical situations.

Leadership

- Leadership is crucial to the effectiveness of the Newton Police Department.
- First line supervisors are most influential personnel within organization.
- FBI – LEEDA (Trilogy – Supervisor, Command and Executive) training.
- FBI Command College (5) Members of Command Staff
- FBI National Academy – Capt. Spalding (Quantico 10 weeks)
- Future supervisor, Command and Executive Development.

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- High Performance Leadership Course
- First line supervisors

LEEDA

LEEDA training is a trilogy of leadership trainings and career development for first-line supervisors, command staff and executive level officers.

NPD continues to capitalize on the FBI-Law Enforcement Executive Development Association (LEEDA) program for our supervisory staff in the Department. This valuable training organization is the premier executive law enforcement continuing education provider for police leaders in small to mid-sized departments across the United States and beyond.

One of the core values of the FBI LEEDA program is to instill the values of diversity, inclusion, and equity into all the operations of the Department through sound leadership principles.

Team Building/DEI/Organizational Development

Chief Carmichael continues to work with Gerard Cox, PhD, Consultant of Cox Associates who is providing a comprehensive organizational development program to improve customer service and trust development.

This training is designed to improve relationships and create lasting partnerships through collaboration with the community and will assist NPD in meeting our DEI goals, in areas such as executive coaching, change management, team building, and improving the climate for Diversity, Equity, and Inclusion. Dr. Cox has been conducting one on one sessions with command staff and a diverse group of officers within NPD to gather cultural information and direction for the future.

ALICE – ASHER

Last year several Newton Police Officers completed a training and certification program to be A.L.I.C.E. Instructors. ALICE is an acronym for Alert, Lockdown, Inform Counter, Evacuate, and includes procedures for evacuation, reverse evacuation, lock-out, lock-down and shelter or stay in place. ALICE provides proactive strategies to prepare individuals and organizations on how to react during a critical incident. The ALICE program is designed to empower individual decision-making during tense, uncertain situations to achieve a safe conclusion.

USE OF FORCE TRAINING:

- Analogy of a football team – practice
- We are only as good as we are trained, disciplined, and equipped.

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- We are responsible for giving our officers the best in training, and equipment and giving them the knowledge and tools to perform their difficult tasks.

Use of Force Use of force was common law.

Use of force now statutory (MGL. c. 6E and 550 CMR 6.00)

The purpose of 550 CMR 6.00 is to establish rules governing the use of force by law enforcement officers.

550 CMR 6.00 is promulgated requiring the Peace Officer Standards and Training Commission and the Municipal Police Training Committee to jointly promulgate rules and regulations governing the use of force by law enforcement officers.

Applies to all law enforcement officers in Massachusetts.

6.03: Definitions

6.04: Use of Non-deadly Force

6.05: Use of Deadly Force

6.06: Duty to Intervene **(Commonwealth v. Adams, 416 Mass 558 (1993))**

6.07: Use of Force Reporting

6.08: Mass Demonstrations, Crowd Control, and Reporting

6.09: Investigation When Use of Force Results in a Death or Serious Bodily Injury

6.10: Use of Force Training

6.10: Use of Force Training

(1) The Committee shall develop and periodically deliver use of force training to law enforcement officers consistent with 550 CMR 6.00 including, but not limited to:

(a) de-escalation tactics;

(b) handling emergencies involving individuals with mental illness;

(c) responding to mass gatherings;

(d) cultural competency;

(e) progression of force; and

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(f) lawful use of force techniques and equipment on a schedule to be determined by the Committee.

Less Lethal Force Options:

- 40mm Sponge Round Launcher (Assaultive – distraction – de-escalation) – (Bargained NPSOA)
- Conducted Energy Devices (TASER) – Less Lethal Force Options (Bargained NPSOA)

In-Service Training Topics

- Annual - Internal In-service Training:
 - Defensive Tactics
 - Firearms
 - CPR
 - Breaching – Dynamic Entry (Uvaldi)
 - Legal Update
 - POST
 - Hate Crimes – Extremism Groups
 - **Officer Wellness**
 - Interpersonal Violence
 - Trauma Informed Policing
- Dynamics of Addiction (Substance Use Disorders)
- Alzheimer's & Dementia Intervention
- Use of Force (annual)
- Effective Police Interaction with Youth
- Procedural Justice – Police Legitimacy – Fair & Impartial Policing (I & II)
- Domestic Violence & Sexual Assault (High Risk – DV)
- Critical Incident Response
- Active Shooter Response
- Stress & Officer Wellness – Longevity in Policing
- Violent Extremism Awareness
- Integrations, Communications & Tactics (ICAT – De-escalation Techniques)

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- Police Interactions with Persons w/mental illness
- ASHER – Active Shooter Hostile Event
- ICS – Incident Command Systems
- Animal Investigations
- Non-Bias Based Policing – Racial Profiling
- Dealing with People with Disabilities