

# Defensive Tactics Instructor Refresher

November 14-18, 2016

Training Syllabus



**William Penn Mott Jr. Training Center**



## Memorandum

**Date:** September 22, 2016

**To:** Supervisor

**From:** Debbie L. Fredricks, Chief  
Training Section  
California State Parks

**Subject:** Employee Attendance at Formal Training  
Defensive Tactics Instructor Refresher Group 54

An employee from your office will soon be attending the formal training program described in the attached. Please ensure that the employee is fully prepared to attend the session and that the groundwork is laid for the employee's implementation of the training upon returning to work. You can assist with capturing the full value of the training by taking the following steps:

### Prior to Training

1. Make sure that **specific** employee needs are identified and, if necessary, called immediately to the attention of the Training Coordinator.
2. Review with the employee the reason for the employee's attendance.
3. Review objectives and agenda with the employee.
4. Discuss objectives and performance expected after the training.

### Immediately Following Attendance

1. Discuss what was learned and intended uses of the training.
2. Review the employee's assessment of the training program for its impact at the workplace.
3. Support the employee's use of the training at the work place.

### Three Months Following Training

1. Supervisor evaluates the effectiveness of the training on the employee's job performance and meets with employee to discuss the evaluation.

Thank you for your assistance in seeing that the full benefit of training is realized.



Debbie L. Fredricks  
Training Section Chief

Attachment  
cc: Participant

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***Mission Statement  
Training Section***

***The mission of the Training Section is to improve organizational and individual performance and productivity through consulting, collaboration, training, and development.***

## TRAINING SECTION STAFF

Debbie L. Fredricks..... Training Section Chief  
Ann D. Slaughter ..... Mott Training Center Manager  
Jason Smith..... Academy Coordinator  
Jack Futoran ..... EMS and JG Training Coordinator  
Jeff Beach..... Training Consultant  
Dave Galanti..... Training Consultant  
Karyn Lombard ..... Training Consultant  
Sara M. Skinner..... Training Consultant  
Jeremy Alling ..... Cadet Training Officer  
Matt Cardinet ..... Cadet Training Officer  
Lisa Anthony ..... Program Coordinator  
Edith Alhambra ..... Assistant Program Coordinator  
Alex Franck..... Assistant Program Coordinator  
Pamela Yaeger..... Assistant Program Coordinator  
Jessica Kohls.....Program Assistant

## THE MISSION

*of the California State Parks is to provide for the health, inspiration, and education of the people of California by helping to preserve the state's extraordinary biological diversity, protecting its most valued natural and cultural resources, and creating opportunities for high quality outdoor recreation.*



## FORMAL TRAINING GUIDELINES

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Welcome to formal training, an essential component in your career development.

Since 1969, our Department has been providing a continuously changing number of diverse training programs at its main training facility, the William Penn Mott Jr. Training Center, and other locations including Marconi Conference Center. The Department strives to enhance your learning and job performance with formal training of the highest quality.

Our Department's dedication to training is only one aspect of its commitment to you and to the public. This commitment is costly and represents an important investment in you and your career. You and the Department realize a return on that investment by your positive participation in formal training itself and post training follow-through.

The program you will be participating in is described in this training syllabus, which outlines what you can expect from this training and what is expected of you. This syllabus details what you should do before you leave for training; what to do when you arrive; what you will be doing while in training; and, importantly, what you should be able to do when you return to your work site. Specifically:

1. **SYLLABUS:** The syllabus is now accessible on the Employee Training Management System (ETMS). You should print a copy of the syllabus to bring with you to class. Your copy of this syllabus is an important part of your training experience and should be brought with you to training. Read it before you arrive and review it following the program along with material you received at training.
2. **PRE-TRAINING ASSIGNMENTS:** Your completion of pre-training assignments is essential to the success of your training. You are responsible for all reading assignments in preparation for classroom sessions. Time will be provided during working hours to accomplish any assignments which involve either individual or group efforts and resources.
3. **TRAVEL:** Arrange your travel to and from the training site through your District or Office. (No reimbursement for travel expense – including per diem costs – will be approved for travel not specifically authorized in advance by the District Superintendent). Individuals may claim reimbursement for incidental expenses incurred as outlined in DAM 0410.6. The Mott Training Center does not have the capability to provide transportation to/from Monterey Airport.

The cost of your travel (airfare, mileage, rental car, etc.) is paid by your District or Office **to** and **from** the location of training.

4. HOUSING: You will need to make your own accommodation arrangements for this program. The Training Section has used the Best Western Seacliff Inn, 7500 Old Dominion Court, Aptos, CA 95003-3807, (831) 688-7300. Your reimbursement for Santa Cruz County is \$90.00 per night. Make your reservation through Concur. You may submit a reimbursement request via CalATERS for your accommodations starting the night before the program to the last day of the program. You must add Ann D. Slaughter as a second approver. Housing assigned to you on a shared-room basis.
5. **ENROLLMENT OR HOUSING CANCELLATION POLICY:** To cancel participation in a course, the participant must have their District Superintendent or Section/Office Manager send an email to the Training Consultant assigned to the course requesting to remove the participant. Lodging, registration, and associated fees will be charged to the employee's District or Section/Office if a training cancellation is received with less than two weeks' notice.
6. MEALS: You may submit a reimbursement request via CalATERS for meals from dinner on November 14 through lunch on the last day of training. These expenses will be paid by the Training Section. All other expenses should be coded to your District.
7. CLOTHING: Field uniforms as found in "Description of Required Field Uniforms", DOM Chapter 2300, Uniform Handbooks, not including optional items, will be worn daily by all uniformed employees during formal training sessions **unless otherwise specified in the Program Attendance Checklist**. Non-uniformed employees shall wear apparel normally worn on the job. Appropriate attire includes apparel suitable for professional office dress. It does not include such items as shorts, t-shirts, tank tops, or sandals.

Because we are with many other groups, and the image we project as State Park employees is important not only during working hours but off duty hours as well, your informal sportswear should be appropriate.

8. COURSE LEADERS: The formal training you will attend is developed and, for the most part, conducted by experienced State Park employees in field and staff positions. Some courses will be conducted by qualified instructors from other agencies and educational institutions. Your course leaders have proven their ability and knowledge in their profession, and provide a level of expertise difficult to match.

9. **TRAINING SECTION STAFF:** A Training Consultant and has been assigned the responsibility for your training group. That staff member usually serves as a Course Leader as well as a Coordinator. During the program, you may be asked to assist Training Section Staff in the logistics of your training program (organizing field trip transportation, supervising classroom breaks, etc.). Training Section Staff will do all within their power to make your training experience pleasant and meaningful.
10. **TRAINING MATERIALS:** May be made available to you at both your unit and the Mott Training Center. Handout materials issued at your unit should be brought to training for possible use. A conference binder or notebook will be issued to you at the training session for note taking and convenience in handling materials. Copies of DAM and DOM will be available to you for self-study. Bring your own pens and pencils.
11. **ATTENDANCE:** Regular attendance is a critical course requirement and your participation is important to the success of this training. An absence of more than 10% of the course hours constitutes grounds for dropping a participant from the course. The Training Section Chief may modify this requirement based upon participant knowledge level and/or the portion of the course missed. All absences, except those of an emergency nature, must be approved in advance by the Training Consultant.
12. **CELL PHONES:** As a courtesy to your fellow participants and course leaders ensure that your cell phone is turned off during classes. Participants should not be receive or make cell phone calls during class time. Limit those calls to your breaks.
13. **POST-TRAINING ASSIGNMENTS:** In connection with formal training are to be completed under the direction of your supervisor.

## **SPECIAL ATTENDANCE REQUIREMENTS**

**Note:** Defensive Tactics Instructor Refresher Training Group 54 held at Pacific Institute of Defensive Tactics, 4626 Soquel Drive, Soquel, CA 95073 (map on page 14 of syllabus).

Carpool to and from the hotel strongly encouraged.

Class concludes at 1700 on Friday, November 18, 2016.

## **PROGRAM ATTENDANCE CHECKLIST**

In addition to the required clothing and personal items specified elsewhere in this syllabus, participants are requested to comply with the following instructions:

1. **EXERCISES:** Prepare for defensive tactics, wrist limbering and strengthening exercises, leg strengthening exercises, and back limbering exercises are necessary. Suggestions for wrist exercises are push-ups, squeezing a tennis or handball and using a lightweight dumbbell. Conditioning through physical training such as warm-up exercises, jogging, running, bicycling, etc., is highly recommended.
2. **UNIFORMS:** Due to the nature of this program and the extensive physical training involved, uniforms will not be required. Most of the program will be conducted in a gym-type classroom facility.
3. **CLOTHING:** Clothing which allows freedom of movement such as sweat clothes or warm-up suits are necessary for this program. Tennis shoes or other rubber sole athletic shoes and athletic socks are required. (No black sole shoes are allowed due to their scuffing potential.) All clothing should be neat and clean. Shorts or tank tops are not permitted.
4. **SAFETY GEAR:** Bring your peace officer safety equipment including baton. Participants are asked not to bring weapons or ammunition of any kind into the training area. Weapons shall be secured in your vehicle. Bring your handcuffs and handcuff key. It is advisable to bring a spare key if you have one.
5. **FORMAT:** Methods used to provide instruction will include lecture, demonstrations, practical exercises, group discussion, and participant instructional practice. This course will emphasize participant involvement and practice throughout the process.

Participants will complete the Annual Qualification Sheet.

6. **TRAVEL:** Arrange your travel through your Unit/District Office.



## PROGRAM ATTENDANCE CHECKLIST

### 7. MISCELLANEOUS:

- A. Read and understand the Defensive Tactics Staff Instructor Refresher Training Program syllabus prior to the first scheduled session.
- B. The basic agenda may change to reflect the advanced level of participants.
- C. Review Law EnFORCEment, Reasonable Force Options by Rod Sanford. Test on the first day of class.
- D. Bring the following with you to training:
  - Peace officer safety equipment. Secure your firearm in your vehicle prior to class. No firearms or live ammunition allowed in the dojo.
  - Suitable gym clothes and appropriate shoes.
  - DTI Instructor Manual and lesson plans.
  - Law EnFORCEment, Reasonable Force Options by Rod Sanford.
  - Reusable coffee cup, refillable water bottle, pens, and pencils.

## **PRE-TRAINING ASSIGNMENTS**

The following pre-training assignments are required in preparation for the Defensive Tactics Instructor Refresher Group 54 program and specifically for the test:

### **Reading Assignments:**

Law EnFORCEment, Reasonable Force Options by Rod Sanford:

Review written text pages 1-221; Carotid Control Hold pages 227-234; Gun Retention pages 243-244; Gun Take Away pages 267-268, Baton Tactics pages 321-333; and Breathing Exercises pages 421-424.

Instructor Handbook:

Review Instructor Record Keeping, Liability and Responsibilities.

## **POST-TRAINING ASSIGNMENT**

Prior to ninety days after the completion of this program, the employee and his/her supervisor should discuss the impact and assess the effectiveness this program has had on the employee.

The post-training evaluation process is intended to provide a bridge between classroom instruction and the on-the-job application of training. The information obtained through this process will assist the training participant, supervisor, and Training Section in providing a return on the investment the Department has on training

**DEFENSIVE TACTICS INSTRUCTOR REFRESHER GROUP 54**  
**November 14-18, 2016**

Instructors: Rod Sanford, Bede Sanford, Stuart Organo, Mike Selbo

**Sunday**  
**November 13**

1500 REGISTRATION: *If travel guidelines are met, check-in at selected hotel*

**Monday**  
**November 14**      **Methodology: Lecture**

0800-0830 Course Registration, Introduction, Orientation

0830-0900 Course Objectives

0900-1030 Written Test

**Methodology: Practical and Problem Solving Exercises**

1030-1200 Stance, Footwork, and Movement  
Roll, Recovery, and Ground Defense  
Twist Lock Applications

1200-1300 Lunch (Option – Class May Vote to take a 30-Minute Lunch and End Class 30-Minutes Earlier)

1300-1400 Stance, Footwork, and Movement  
Roll, Recovery, and Ground Defense  
Twist Lock Applications

1400-1600 Dealing with Resistance from Position of Advantage  
**Methodology: Lecture/Discussion/Practical Role-Playing**

1600-1700 Tactical Communications Review  
Person-to-Person Contact and Tactical Communications  
Cursory Search and Review with Tactical Communications

**Tuesday**  
**November 15**      **Methodology: Discussion**

0800-0900 Correct and Review Written Test

**Methodology: Practical and Problem Solving**

0900-1000 Cursory Search  
Low Profile Handcuffing, Standing Lower Body Search  
Controlling Handcuffed Prisoners, Removing Handcuffs

1000-1100 Standing Search and Rear Wrist Lock Handcuffing  
Loading and Unloading Handcuffed Prisoner

1100-1130 Kneeling Search and Handcuffing

1130-1200 Prone Handcuffing Search

1200-1300 Lunch (Option – Class May Vote to take a 30-Minute Lunch and End Class 30-Minutes Earlier)

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**November 14-18, 2016**

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**Tuesday**  
**November 15**

- 1300-1400 Prone Handcuffing and Search  
Options for Prone Handcuffing
- 1400-1500 Cartoid Control Hold with Take Downs and Handcuffing
- 1500-1530 Escape from the Cartoid Control Hold  
**Methodology: Lecture and Discussion**
- 1530-1700 Instructional Techniques and Methods  
Coaching Techniques

**Wednesday**  
**November 16**      **Methodology: Practical and Problem Solving Exercises**

- 0800-1000 Gun Retention  
Handgun Retention: Gun Holstered  
Handgun Retention: Gun in Hand  
Handgun Retention: On the Ground  
Long Gun Retention
- 1000-1100 Gun Take-Away  
Handgun and Long Gun
- 1100-1200 Gun Take-Away  
Handgun and Long Gun
- 1200-1300 Lunch (Option – Class May Vote to take a 30-Minute Lunch  
and End Class 30-Minutes Earlier)
- 1300-1500 Dealing with Resistance During the Search  
Finding Weapons During the Search  
Dealing with Resistance During Handcuffing
- 1500-1600 Defense Against Frontal Attacks  
Round-House Punch, Straight Punch, Kick
- 1600-1700 Defense Against Frontal Attacks  
Reversing Techniques

**Thursday**  
**November 17**      **Methodology: Practical and Problem Solving Exercises**

- 0800-0930 Baton Tactics Review  
Straight and Side-Handle Baton  
**Methodology: Lecture/Discussion**
- 0930-1030 Problem Solving/Corrections  
Team Teachings
- 1030-1100 Baton Tactics Review  
Straight and Side-Handle Baton

**DEFENSIVE TACTICS INSTRUCTOR REFRESHER GROUP 54**  
**November 14-18, 2016**

Instructors: Rod Sanford, Bede Sanford, Stuart Organo, Mike Selbo

**Thursday**  
**November 17**

- 1100-1200 Baton Tactics Review  
Expandable Straight Baton
- 1200-1300 Lunch (Option – Class May Vote to take a 30-Minute Lunch  
and End Class 30-Minutes Earlier)
- 1300-1400 Continue with Baton Tactics Review  
Expandable Straight Baton
- 1400-1430 Baton Tactics Review  
Riot Baton
- 1430-1530 Baton Tactics Review  
Riot Baton
- 1530-1700 Questions and Answer  
Defensive Tactics Training in the Field  
Scenario and Realistic Training

**Friday**  
**November 18**      **Methodology: Practical**

- 0800-0930 Use of Protective Suits  
**Methodology: Practical Testing**
- 0930-1130 Physical Performance Testing  
**Methodology: Discussion**
- 1130-1200 Introduction to Ground Control Techniques
- 1200-1300 Lunch
- 1300-1630 Demonstrations of Ground Control Techniques
- 1630-1700 Course Evaluation by Students  
Course Summary and Closure

## DEFENSIVE TACTICS INSTRUCTOR REFRESHER

<u>PROGRAM OUTLINE</u>	<u>HOURS</u>
<u>Program Administration and Registration</u> .....	1
<u>Programmed Learning System for Defensive Tactics</u> .....	3
Introduction and Principles, Instructor Responsibilities, and Record Keeping POST Perishable Skills Program	
<u>Arrest Control Techniques</u> .....	26
Stance, Movement, Rolls, and Recovery Searching and Handcuffing (Cursory Searches, Twist Lock Applications Standing Modified Search, Felony Kneeling Search, Felony Prone Search Cartoid Restraint) Defensive Techniques (Gun Retention, Weapon Take-Away, Basic Defense Against a Basic Punch/Kick)	
<u>Side-Handled Baton and Collapsible Baton</u> .....	2
(Grips, Stance, Position, Draw, Movements, Strikes, Blocks, Thrusts, Fall and Recovery, Retention of Side-Handle Baton, Tactics for Multiple Suspects)	
<u>Instructor Diagnostics Skills</u> .....	4
Problem Correction Exercises - Arrest Control Problem Correction Exercises - Side Handle Baton	
<u>Introduction Ground Control Techniques and Demonstrations</u> .....	4
<b>TOTAL HOURS</b> .....	<b>40</b>

## PERFORMANCE STANDARDS

Recertification as a Defensive Tactics Staff Instructor is determined by final evaluation of the participant in all areas of instruction outlined in the Defensive Tactics handbook and program syllabus. Specific performance objectives are listed below. Instructor certification is achieved by obtaining a successful standard evaluation in each performance objective test.

Name: \_\_\_\_\_

Print Name and Signature

Performance Standards: The participant will meet the following training objectives:

	Below Standard	Meets or Exceeds Standard
1. Achieving a minimum score of 80% on the Arrest Control Techniques written exam. Score___	_____	_____
2. Successful completion of the arrest control technique practical exam. Participant must successfully pass or remediate all technique blocks to be successful in this course.	_____	_____
Initial Score _____ Remediation <u>Yes/No</u> (Pass/Fail) Completed		
3. Achieving a minimum score of 80% on the baton written exam. Score___	_____	_____
4. Successful completion of the baton practical exam. Participant must successfully pass, or remediate, all technique blocks to be successful in this course.	_____	_____
Initial Score _____ Remediation <u>Yes/No</u> (Pass/Fail) Completed		
5. Actively participate in classroom and gym discussion and activities to the satisfaction of the DPR Instructor Trainers and Program Coordinator.	_____	_____

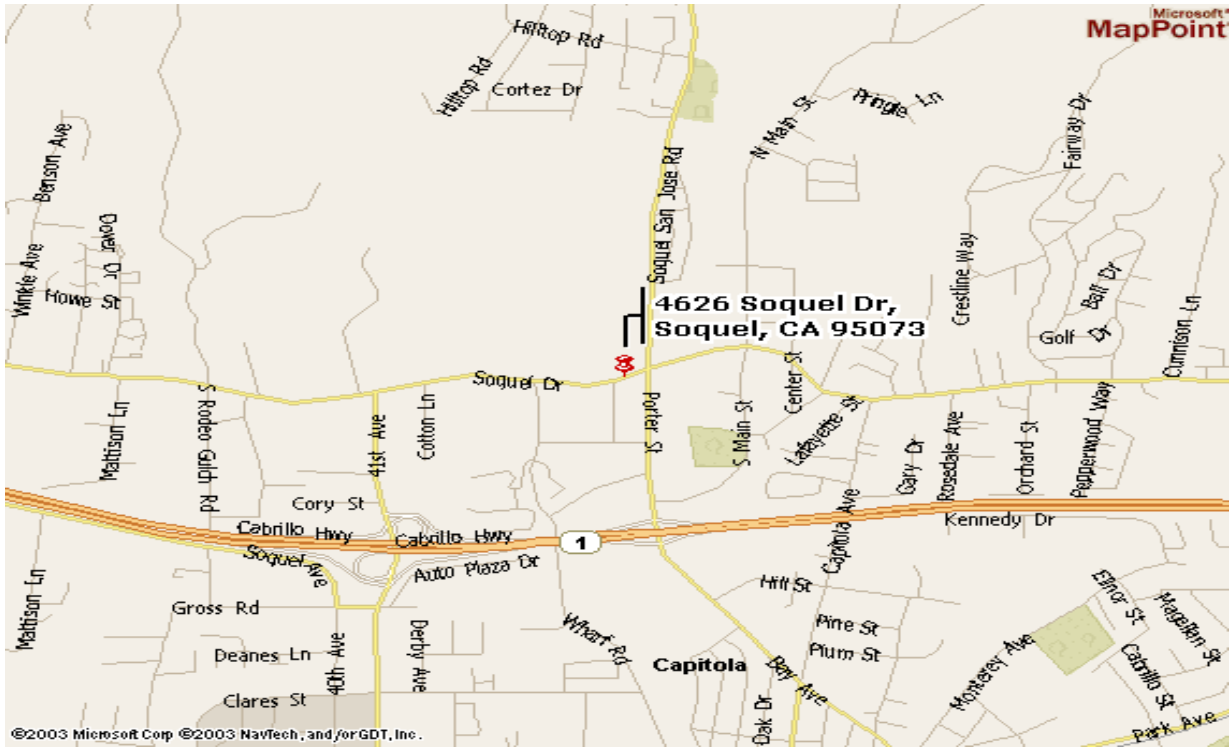
\_\_\_\_\_  
*Program Instructor Signature*  
*for Employee Certification*

\_\_\_\_\_  
*Date*

**Must meet or exceed standards in all of the above Performance Standards to successfully pass course**



**Pacific Institute of Defensive Tactics**  
4626 Soquel Drive, Soquel, CA (831) 475-9676



**Best Western Seacliff Inn**  
7500 Old Dominion Court, Aptos, CA (831) 688-7300

