



# **Iowa Law Enforcement Academy**

IOWA LAW ENFORCEMENT ACADEMY

## **FY26 Performance Report**

**Director Brady Carney**



### ***ILEA Vision***

*ILEA is dedicated to providing training that creates professional law enforcement personnel to serve the communities of Iowa.*

### **ILEA Mission**

*ILEA serves the people of Iowa by setting standards for law enforcement training. The Academy maximizes training opportunities for law enforcement personnel to develop the skills and attitudes necessary to effectively serve and protect the community. ILEA exists to regulate law enforcement training by granting certification to those individuals who successfully complete training.*

### **Core Functions**

- Provide essential, timely, and cost-effective law enforcement, jailer and telecommunication specialist training at the basic, continuing education and training in-service, and advanced levels.
- Maintain and enforce standards for law enforcement services necessary for the protection of the public.
- Uphold the professional expectations and standards of law enforcement that encourage integrity and ethical values.
- Provide relevant and high-quality curriculum and training to those who are active law enforcement, jailers and public safety telecommunicators throughout the State of Iowa.
- Support agencies regarding pre-employment testing and agency compliance according to State of Iowa Code 80B, 80D and Iowa Administrative Code Chapter 501.

### **Iowa Law Enforcement Academy Director**

The Director is appointed by the Governor and confirmed by the Iowa Senate. Brady Carney was appointed as Director of the Iowa Law Enforcement Academy on March 6, 2023. Prior to joining the ILEA, he spent nearly 16 years working in various capacities at the Des Moines Police Department primarily focused on combating violent crimes and building community partnerships while utilizing collaborative approaches to leverage local, state and federal resources. Those relationships have been invaluable to ensure the ILEA is at the forefront of providing high-quality, current, relevant and legally defensible training to public service professionals throughout the State.

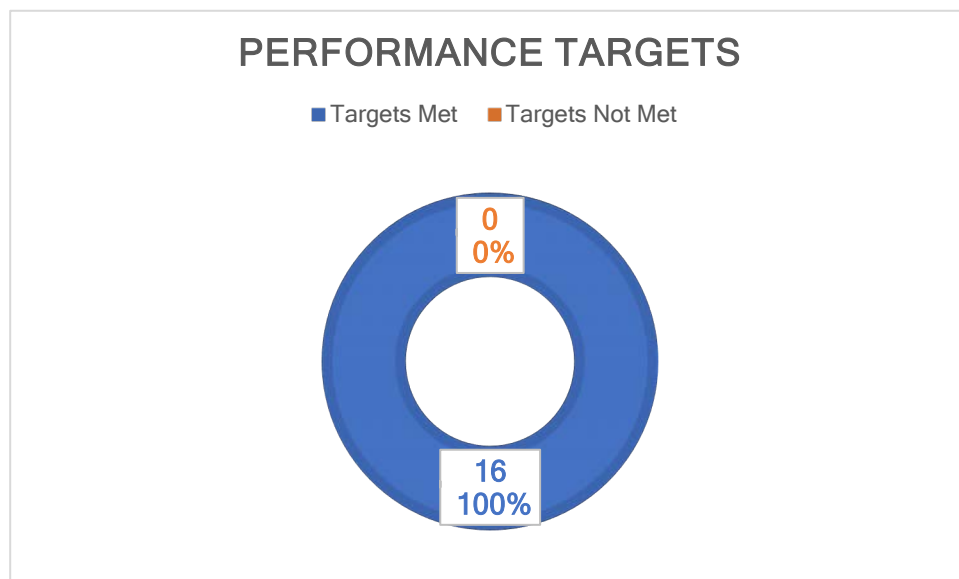


## Executive Summary

This report summarizes the department's performance against its stated goals for fiscal year 2026. Overall, the department achieved a high success rate, with the following outcomes for its 16 key performance measures:

- All **16** measures were met.

The Iowa Law Enforcement Academy is responsible for the training of Iowa's peace officers, reserve officers, jailers, and public safety telecommunicators statewide. In FY2026, ILEA certified 362 new peace officers, and provided vital training for over 6,000 law enforcement personnel statewide.



## Strategic Initiatives

During fiscal year 2026, the Iowa Law Enforcement Academy (ILEA) successfully executed its strategic initiatives to enhance statewide training, focusing on accessibility, relevance, and alignment with current best practices.

### Expand Online Training

- **Goal:** Provide 72 online training courses.
- **Result:** ILEA significantly scaled its online training program. While the initial target was set at 72 courses, ILEA successfully delivered **115** online training courses statewide, surpassing the goal by 188%.

### Increase Statewide Training Accessibility

- **Goal:** Organize and conduct 3 off-site trainings per month (36 annually).
- **Result:** ILEA significantly expanded statewide training accessibility by delivering **96** off-site trainings, averaging **8 per month**, and almost tripling the initial annual goal.

### Modernize Curriculum and Instructor Development

- **Goal:** Complete 220 comprehensive revisions to curriculum, lesson plans, testing metrics, presentation materials, and instructor development.
- **Result:** ILEA surpassed its modernization goals, completing **241** distinct revisions and professional developments.





## Major Accomplishments

**Expanded Functionality of Learning Management System (LMS)** Our centralized LMS was implemented to consolidate all training functions for our stakeholders, allowing agencies to manage course registration, access current and past training records, and maintain accurate employee rosters. It also houses ILEA's curriculum, testing materials, and online resources, which has already improved statewide compliance and record-keeping accuracy.

**Refined the Basic Academy Curriculum** After implementing a phased schedule to promote progressive learning, we added realistic scenarios and objective evaluations to further enhance recruit learning. Focusing on competency rather than compliance increases the value of training and produces more field-ready basic academy graduates.

**Streamlined Officer Reciprocity (CTE)** The program for out-of-state officers (CTE) was aligned with the Basic Academy schedule, incorporating an in-person course week. This change creates a more efficient and clearer pathway for law enforcement professionals transferring to Iowa while providing hands-on skills application.

**Initiated Statewide Job Task Analysis** In collaboration with the Department of Management's research team, we conducted a Job Task Analysis to identify essential tasks for law enforcement officers that will drive the basic academy's required core curriculum to earn certification. This Job Task Analysis ensures Iowa basic academy training is current, relevant and legally defensible.

**Strengthened Key State Partnerships** The collaborative partnerships with the Iowa National Guard and Department of Public Safety were enhanced to maximize shared training opportunities and training facilities at Camp Dodge.

**Increased Statewide Training Access** The number of off-site training courses was significantly increased. This initiative better serves communities across Iowa by providing local access to essential and specialized law enforcement training.

**Continued Improvements to Training Facilities on Camp Dodge** Appropriated Rebuild Iowa Infrastructure Funds (RIIF) to complete the master plan and work towards completion of Phase 1 of a new driving training facility that also serves the Department of Public Safety (DPS), Department of Transportation (DOT), and the National Guard.

**Continued Administrative Code Revisions Pursuant to EO 10** Completed the formal drafting process to revise Iowa Administrative Code 501 while rescinding four chapters and reducing the restrictive words by 88% and the overall word count by 49%.

## Performance Measures

During fiscal year 2026, the Iowa Law Enforcement Academy (ILEA) tracked the following performance measures, exceeding its goals in most key areas.

| Performance Measure                                                                      | FY2026 Goal                             | FY2026 Result                                       |
|------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------|
| Online Training Expansion                                                                | Provide 72 online courses               | Delivered 115 online courses                        |
| Off-site Training Accessibility                                                          | Conduct 36 off-site trainings (3/month) | Conducted 96 off-site trainings (avg. 8/month)      |
| Basic Training Graduation Rate                                                           | 100%                                    | 100%                                                |
| Basic Level 1 Training Academy - Cost per Instructional Hour                             | \$25.00                                 | \$20.87                                             |
| Basic Level 1 Training Academy - Cost per Operational Hour                               | \$10.00                                 | \$7.63                                              |
| SFST & OWI Courses Taught                                                                | Provide 40 courses                      | Provided 72 courses                                 |
| Domestic Violence, Sexual Abuse, Human Trafficking Courses Taught                        | Provide 100 courses                     | Provided 184 courses                                |
| Basic & Specialized Training                                                             | Train 4,000 attendees                   | Trained 6,243 attendees                             |
| Instructor Certifying Courses Taught                                                     | Provide 18 courses                      | Provided 23 courses                                 |
| Instructor Renewal Courses Taught                                                        | Provide 40 courses                      | Provided 52 courses                                 |
| Jail Courses Taught                                                                      | Provide 30 courses                      | Provided 52 courses                                 |
| Telecommunicator Courses Taught                                                          | Provide 6 courses                       | Provided 10 courses                                 |
| High-Risk Topics Training<br><i>(Domestic Violence, Sexual Abuse, Human Trafficking)</i> | Train 4,500 attendees                   | Trained 4,757 attendees                             |
| Child/Dependent Abuse Training                                                           | Train 375 attendees                     | Trained 421 attendees                               |
| Curriculum Modernization and Instructor Development Training                             | Complete 220 scheduled revisions        | Completed 241 revisions & professional developments |
| Specialized Training                                                                     | Provide 100 courses                     | Provided 105 courses                                |



## Performance Measure Explanations

### **Performance Measure:** Online Training Expansion

- **Explanation:** Driven through Acadis, the new Learning Management System (LMS).

### **Performance Measure:** Off-site Training Accessibility

- **Explanation:** ILEA proactively schedules courses and leverages strong partnerships to host trainings at local agency locations across the state.

### **Performance Measure:** Curriculum Modernization and Instructional Development

- **Explanation:** Revised and modernized all instructional materials.