



Iowa Law Enforcement Academy

FY25 Strategic Plan

Director Brady Carney



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The Iowa Law Enforcement Academy’s Vision and Mission supports Governor Reynolds’ goals through:

ILEA Vision

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

- Investing in a learning management system (ACADIS) that will increase communication, record keeping and training for agencies across the State of Iowa.
- Maximizing Training for Law Enforcement, Jailers and Public Safety Telecommunicators through both in-person and on-line learning opportunities.
- Completing an in-depth and comprehensive evaluation of the Iowa Administrative Code Chapter 501(80B) to determine necessity and effectiveness.
- Preparing to draft changes for Iowa Administrative Code Chapter 501(80B) with the intent to promulgate new rules by 2026.

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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.

LAW ENFORCEMENT ACADEMY

Assessments

The Iowa Law Enforcement Academy is a centralized law enforcement training facility, dedicated to serve the best interests of the State of Iowa.
(Iowa Code 80B.4)

Strengths and Achievements

The Iowa Law Enforcement Academy:

1. Maintains responsibility for the training of peace officers, reserve officers, jailers, and public safety telecommunicators at various levels. In FY2023, the Iowa Law Enforcement Academy certified 400 new peace officers, and provided training for 9,169 law enforcement personnel and Iowa communities overall. ILEA partnered with certified instructors from other law enforcement agencies across the state of Iowa to assist in our training programs.
2. Continue ongoing partnerships with the below entities to accomplish our mission:

715 Assisting Instructors
Department of Public Defense
Department of Public Safety
Department of Transportation
Federal Bureau of Investigation
Heart of Iowa Community Services
Homeland Security
Insurance Fraud Bureau
Iowa Alcoholic Beverages Division
Iowa Attorney General's Office
Iowa Department of Inspections and Appeals
Iowa Department of Natural Resources
Iowa Department of Public Health
Iowa Lottery

Iowa National Guard
Iowa Prison Industries
Polk County Mental Health Services
Police Departments Statewide
Sheriff's Offices Statewide
State Fire Marshal's Office
U.S. Department of Justice
Hawkeye Community College
Hy-Vee Catering
Franklin School
Impact Iowa's Heroes
Indian Hills Community College
Iowa Speedway at Newton
Legacy Fitness - Ankeny
NAMI
Vector Solutions
Western Iowa Tech Community College

3. Oversees all (6) Regional Police Academies in the State of Iowa. These Academies include:
 - Cedar Rapids Police Department Regional Academy
 - Des Moines Police Department Regional Academy
 - Hawkeye Community College Regional Academy
 - Indian Hills Community College Regional Academy
 - Iowa Department of Public Safety Regional Academy
 - Western Iowa Technical Community College Regional Academy
4. Procured a new Learning Management System (LMS) that now houses all pertinent items under one system. Agencies can register for training, see current and past training records, and maintain up to date rosters of active employees. Likewise, ILEA can house required curriculum and testing materials as well as on-line resources and training. This will ensure compliance and record keeping and employment history is accurate and timely.
5. Completed a deep dive into all ILEA curriculum including the Basic Academy, Regional Academies, CTE (out of state reciprocity) Reserve Officers, Jailers and Public Safety Telecommunicators. Improvements included updated content, interdisciplinary work, increased practical applications and improved and updated lesson plans, course objectives, and learning outcomes for all instructional blocks. This initial curriculum improvement also lends to better partnerships with regional academies to ensure standardization across all law enforcement training facilities.
6. Improved our partnership with the Iowa National Guard to ensure a collaborative approach and maximize training opportunities as guests on Camp Dodge.
7. Implemented new a Report of Hire form and guidelines that correspond with a new Basic Academy reservation process that ensures minimum hiring requirements are met in a timely manner.
8. Enhanced partnerships with Iowa DOT and GTSB that resulted in new recruit computers outfitted with TraCS so training around accident investigations, criminal charges and report writing is much more in line with active duty application.
9. Developed relationships with agencies in different regions of the State to host various training and recertification opportunities to better accommodate travel costs and staffing shortages.
10. Increased communication and feedback with agencies statewide via monthly newsletters and in-person meetings with agencies, associations and conferences across the State.
11. Continued preparation and drafting for ILEA Iowa Administrative Code (501) rewrite.



Assessments

Challenges

The Iowa Law Enforcement Academy trains over 9,000 law enforcement personnel annually. A modest staff of less than 30 administrative and instructional personnel hold the responsibility to develop, design, manage, update, record, and facilitate training for over 10,500 public servants all across Iowa.

- *Administrative Support:* Holds the responsibility to maintain the training records for all minimum hiring requirements, initial certification, instructor certifications, ongoing professional development documentation and employment records. They are also responsible for gathering and preparing documentation for a variety of waiver requests and suspension/decertification materials for the Academy Council.
- *Instructional Staff:* Holds the responsibility of instructing 636 hours of Basic Academy curriculum in addition to conducting specialty schools, which include, but are not limited to:
 - Domestic Abuse and Sexual Assault
 - Emergency Vehicle Operation
 - Human Trafficking
 - Implicit Bias & De-escalation
 - Instructor Certifications and Recertification to include Firearms, Defensive Tactics, Standard Field Sobriety Testing, Vehicle Operations, Less Lethal, and Chemical Spray
 - Jailer 40-Hour Basic training and 20-Hour In-Service Training
 - Leadership and Supervisor Trainings
 - Public Safety Telecommunicator 40-Hour Basic training
 - Traffic Investigation Training

The Iowa Law Enforcement Academy relies heavily on satellite training venues to conduct necessary assessments and training for the Basic Academy and select Specialty Schools. The training completed at off-site includes, but is not limited to:

- *Active Shooter Training (ALERTT):* Des Moines University, but we're currently searching for additional options in case this property is sold.
- *Daily Physical Fitness Training:* Camp Dodge Wellness Center and various outdoor locations around Camp Dodge.

- *Defensive Tactics:* Various buildings/outdoor space around Camp Dodge depending on availability and weather conditions.
- *Precision Driving/Vehicle Operations:* Iowa Speedway in Newton, Cherry Glenn Boat Ramp at Saylorville Lake, Iowa State University parking lots, Johnston High School parking lot and Camp Dodge. Each 16 week academy cycle uses different facilities based on availability.
- *Firearms:* Camp Dodge Ranges as available, Altoona Range, Polk County Range
- *Forensic Science:* DCI Laboratory
- *Graduation Ceremonies:* Valley Church
- *Joint classroom for Basic Academy:* Various buildings around Camp Dodge depending on availability
- *Minimum Hiring Requirement Physical Fitness Testing:* Iowa State University Lied Rec Center
- *Training Simulator:* Attempting to identify and secure adequate space on Camp Dodge to house our new simulator that will better equip law enforcement officers with improved critical thinking, de-escalation and use of force skills.

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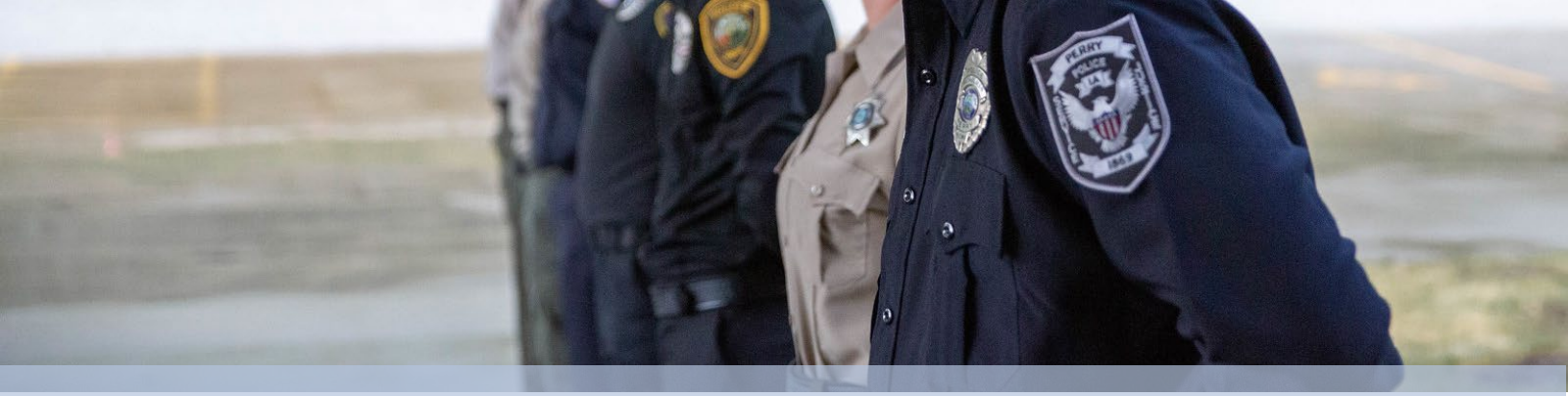
Assessments

Opportunities

1. Continue discussions regarding an alternative funding structure for the ILEA Basic Academy, which will not only provide financial stability to ILEA aside from recruit enrollment, but will also ease the financial burden currently impacting county and municipal agencies across the State.
2. Identify an adequate space on Camp Dodge to house a new virtual training simulator. The funding source for a new simulator has been secured, but procurement will take place once an adequate space is identified.
3. Additional law enforcement training space for active shooter training, building searches, defensive tactics, driving programs, firearms range, joint classroom/lecture hall to hold all recruits in one academy cycle and physical fitness. These training spaces would not only benefit the training in respective training blocks, but adequate training space would allow our 16 week academy schedule to follow best practices and an optimal flow to ensure the best possible training product. Adequate training space would also greatly benefit ongoing professional development opportunities.
4. Convert all Basic Academy registration, scheduling, learning, testing, gradebook and reporting to the new learning management system with an updated schedule, gradebook, and online access.
5. Continue analyzing and refining Basic Academy curriculum, lesson plans, and course objectives for all Basic Academy courses to ensure best practices are followed and current information is conveyed.
6. Continue updating the curriculum for Basic Jailer and Telecommunicator schools and increase frequency of off-site training locations to better assist agencies across the state.

7. Continue partnering with agencies across the State to identify off-site instructor certification and re-certification locations to better serve our law enforcement departments by providing trainings in their area.
8. Continue evaluating and revising existing PDQs within ILEA to create efficiencies and address any demands or gaps that may exist.
9. Expand ILEA's online training campus in the areas of:
 - First-Line Supervision and Leadership Training
 - Ethics and Professionalism Training
 - Gangs
 - Mental Health Training
 - Various In-Service trainings depending on needs and required topics.
 - Certification Through Examination (Reciprocity)
 - Race and Cultural Awareness/Un-Biased Policing
 - Reserve Officer Training
10. Expand Specialty School training in the areas of:
 - Active Shooter Response Training (ALERRT)
 - Crisis Intervention Training (CIT)
 - Race and Cultural Awareness/Un-Biased Policing
 - Human Trafficking
 - Federal Color of Law (Aspects of Use of Force)
 - Executive Leadership Training
11. Continue drafting revisions of the Iowa Administrative Code (501) to reflect updated practices.





Goals, Measures, Outcomes and Action Plans

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Governor Reynolds' Vision for Iowa: Prepare the Next-Gen Workforce

Goal 1A: Maximize training opportunities for Peace Officers, Jailers and Public Safety Telecommunicators. (On-Line Coursework)

Targeted Outcome	Progress Measures:	Action Plan and Strategies
<p>Basic Training: 12 Hours (2%) of the Basic Academy Coursework will move on-line and/or a blended approach to make room for more scenarios to ensure proficiency of practical and transfer skills.</p> <p>In-Service (for Law Enforcement and Jailers): On-line opportunities of training and/or a blended approach will increase by adding to the on-line menu of topics to include, but not limited to:</p> <ul style="list-style-type: none"> ➤ Mental health ➤ Implicit Bias ➤ Racial and cultural awareness. ➤ Human Trafficking ➤ Gangs <p>Public Safety Telecommunicators: On-Line opportunities and/or a blended approach for training will increase.</p>	<p>Law Enforcement Basic Academy: Prioritize and approve classes to move on-line and/or a blended approach. Create on-line coursework and content using best practices with synchronous and asynchronous opportunities for participatory learning infused with proficiency checks.</p> <p>Law Enforcement and Jailers In-Service: Prioritize and approve classes to move on-line and/or a blended approach. Create on-line coursework and content using best practices with synchronous and asynchronous opportunities for participatory learning infused with proficiency checks.</p> <p>Public Safety Telecommunicators: Prioritize and approve classes to move on-line and/or a blended approach. Create on-line coursework and content using best practices with synchronous and asynchronous opportunities for participatory learning infused with proficiency checks.</p>	<p>Using ILEA's new LMS, select courses, topics, and testing will be created and/or revised and housed for increased accessibility for all agencies and personnel.</p> <p>Courses, topics and testing will be prioritized by data gathered through surveys, input from agencies, Advisory Boards, the Academy Council, and revision of curriculum.</p> <p>ILEA Instructors, Subject Matter Experts and Guest Instructors will work with ILEA's E-Learning Coordinator, the Director and Assistant Director to create, record, and upload content, learning materials and knowledge checks.</p> <p>Integrate instructional strategies including short videos, assessments that mirror real world tasks, and opportunities for feedback.</p>

Key Performance Indicator #1: Hold 40 online trainings per year for Law Enforcement Officers, Jailers, and Public Safety Telecommunicators.

Governor Reynolds' Vision for Iowa: Prepare the Next-Gen Workforce

Goal 1B: Maximize training opportunities for Peace Officers, Jailers and Public Safety Telecommunicators.

Targeted Outcome	Progress Measures:	Action Plan and Strategies
<p>Specialty Schools: Each of the below Specialty Schools will increase its off-site trainings across the State of Iowa according to needs and available resources:</p> <ul style="list-style-type: none"> ➤ ALERRT: Active Shooter Response Training ➤ Crisis Intervention Training ➤ Firearms (Instructor and Recertification) ➤ Defensive Tactics (Instructor and Recertification) ➤ Vehicle Operations/Precision Driving (Instructor and Recertification) ➤ Jail 40-Hour Basic Training ➤ Public Safety Telecommunicator 40-Hour Basic Training 	<p>Track all Specialty schools in with quantitative and qualitative data such as:</p> <ul style="list-style-type: none"> ➤ Date ➤ Location ➤ Specialty School ➤ # of participants ➤ Feedback of participants <p>Compare to previous five years to track trends.</p>	<p>Survey Departments for availability of resources to be hosting training site.</p> <p>Vet Subject Matter expert instructors to take part in trainings in off-site facilities.</p> <p>Purposefully schedule trainings for Specialty Schools in strategic locations throughout the State Implement trainings in various locations across the State gathering feedback on the effectiveness and location of training.</p>

Key Performance Indicator #2: Organize and run 2 off-site trainings per month to maximize training opportunities throughout the state.

Governor Reynolds' Vision for Iowa: Prepare the Next-Gen Workforce

Goal 2: Revise various paths to the Certification Through Examination Process (Reciprocity) to ensure agencies can recruit qualified out of State officers into Iowa's workforce.

Targeted Outcome	Progress Measures:	Action Plan and Strategies
<p>Revise and reprioritize the long and short paths to certification for the reciprocity process.</p>	<p>Track changes to CTE course catalog.</p> <p>Survey chiefs and sheriffs around the CTE process.</p> <p>Track Review and revision of rules (501–3.8) (80B).</p>	<p>Roundtable CTE process, courses, relevancy and revisions to submit to Director for approval.</p> <p>Purposefully integrate teach backs during Specialty Schools to promote job knowledge, delivery, and instructional skills.</p> <p>Prioritize classes for CTE long and short path to certification.</p> <p>Review and revise rules (501–3.8) (80B) Create on-line coursework and content using best practices for adult learning and proficiency checks.</p>

Governor Reynolds' Vision for Iowa: Prepare the Next-Gen Workforce

Goal 3: Complete curriculum revision to ensure that training is up-to-date, relevant, and using current best practices.

Targeted Outcome	Progress Measures:	Action Plan and Strategies
Revise training material and lesson plans used in the Basic Academy, CTE program, and Reserve Officer Academy programs.	<p>Update Basic Academy lesson plans.</p> <p>Update and revise online modules used for the Reserve Officer Academy.</p> <p>Ensure that CTE study materials are updated and relevant.</p>	<p>Yearly review of Reserve Officer Academy materials to update.</p> <p>Review of Basic Academy lesson plans after each cycle.</p> <p>Instructors attend training to stay current on trends and strategies.</p>

Key Performance Indicator #3: Curriculum status monitored through lesson plan revisions, material revision, testing metrics evaluated & corrected, and instructor development training, achieving at least 20 updates per year.

Governor Reynolds' Vision for Iowa: Hold Government Accountable to the People

Goal 4: Complete an in-depth and comprehensive evaluation of the Iowa Administrative Code Chapter 501(80B) to determine necessity and effectiveness.

Targeted Outcome	Progress Measures:	Action Plan and Strategies
<p>Complete an in-depth and comprehensive evaluation of the current Iowa Administrative Code Chapter 501(80B) to determine necessity and effectiveness.</p> <p>Complete a DRAFT of revised chapters for the repeal and replace process.</p>	<p>Track edits on spreadsheet bi-monthly for changes, issues, and continued progress.</p> <p>Take notes during committee meetings to track progress and overall updates.</p> <p>Track edits on ESPER for each chapter on a monthly basis.</p>	<p>Create a Shared spreadsheet outlining each chapter of the IAC 501(80B) to outline conflicts, redundancies, issues, and outdated terminology.</p> <p>Create a committee comprised of ILEA staff and Academy Council members to review spreadsheet for continued revisions.</p> <p>Create cadence of meetings for committee members with on-going agenda.</p> <p>Complete ESPER training(s) when applicable.</p> <p>Work within ESPER to begin to draft 'repeal and replace' process.</p> <p>Update Academy Council at bi-monthly meetings.</p>