2023 Annual Report

The De-Escalation Training Center at Sam Houston State University

Garreth Tiefenbach - Center Director
William Wells - LEMIT Research Director; Principal Investigator
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January 15, 2024

Introduction and Program Background
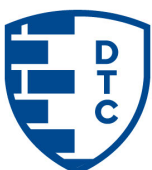
The Program

The Bill Blackwood Law Enforcement Management Institute of Texas (LEMIT) at Sam Houston State University was awarded a grant from the Department of Justice's Office of Community Oriented Policing Services (COPS) in October of 2022 to establish a De-Escalation Training Center (DTC). LEMIT has established credibility and expertise in the field of law enforcement with over 35 years of experience in offering continuing education to law enforcement professionals in Texas. In alignment with the mission of the COPS Office, the DTC's primary objective is to expand de-escalation training opportunities for law enforcement, seeking to educate participants on the importance and implementation of de-escalation tactics. Through their extensive network of law enforcement connections in Texas, LEMIT supports the DTC in serving agencies in Texas, as well as those in Arkansas, Louisiana, Oklahoma, and surrounding states.

In February 2023, Garreth Tiefenbach was hired as Director of the DTC. In April 2023, Nyssa Varner was hired as the Administrative Associate. In the early months of 2023, the center staff developed critical infrastructure, established a training calendar, marketed and promoted upcoming trainings, and made connections with several vital stakeholders including police departments, the Texas Police Chiefs Association, various departments at SHSU, training providers, COPS Office personnel, and the COPS National De-Escalation Training Coordinator at St. Petersburg (FL) College. The first training was held at LEMIT on April 24-25 and in total 18 trainings were held in the calendar year of 2023.

Grant Timeline

Below is a timeline of proposed activities over the course of the grant funding period:

	Year 1 – 10/22-09/23				Year 2 – 10/23-09/24			
Tasks	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
Hire Staff	🟥							
Manage the Center and Budget	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Build and Execute Marketing Campaign	🟥	🟥	🟥	🟥	🟥	🟥	🟥	🟥
Establish Contracts with Training Providers	🟥							
Schedule Training Sessions and Register Participants		🟥	🟥	🟥	🟥	🟥	🟥	🟥
Deliver Training Curriculum			🟥	🟥	🟥	🟥	🟥	🟥
Performance Measurement and Reporting		🟥	🟥	🟥	🟥	🟥	🟥	🟥
Develop Sustainability Plan							🟥	🟥

Training Overview

Below is a breakdown of the trainings that we offer, and valuable insight about the program.

Basic De-Escalation

course length

8   16   24

hours
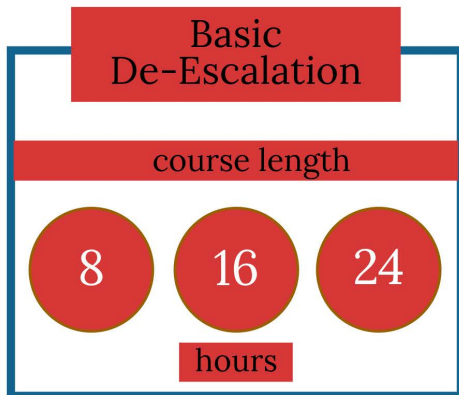
Basic De-Escalation courses provide participants with practical de-escalation skills that they can apply to their daily work operations. Trainings range in focus from the psychological aspects of de-escalation, use of force, duty to intervene, practical de-escalation tactics, and additional topics.

Train the Trainer courses offer participants all the same value and education found in the basic course while also certifying officers to teach the course at their own agency. These classes include valuable components such as teach-backs, group discussion, critical peer evaluation, and extended Q&A to ensure understanding and course effectiveness.

Train the Trainer

course length

16   24

hours

Travel Costs
By working with local law enforcement we are able to hold trainings in locations that are central to multiple agencies.

Budget Constraints
De-escalation training fees are typically in the $1000s, so working with the DTC allows agencies to save a significant amount.
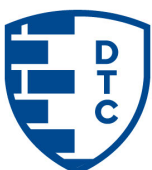
Staffing Shortages
Allows officers to stay within range of their agency so they can address necessary work tasks outside of training hours.

Overcoming Barriers to Training

Our no-cost training, delivered locally at law enforcement agencies, overcome some of the most common barriers to training:

1. Budget Constraints
2. Staffing Shortages
3. Travel Costs

Training Summary

In 2023, the DTC delivered 18 trainings -- 14 basic courses, 4 ToT courses. In addition we have one recorded secondary training from a ToT course participant at their agency.

Delivered Practitioner Courses - (n=14)

Training Date	Location	Training Type	Host Agency	# Attendees
April 24-25, 2023	Huntsville, TX	Basic	LEMIT - SHSU	15
May 17, 2023	Huntsville, TX	Basic	LEMIT - SHSU	20
June 7-8, 2023	Granite Shoals, TX	Basic	Granite Shoals PD	9
June 15, 2023	Spring, TX	Basic	Spring ISD	22
July 17, 2023	Spring, TX	Basic	Spring ISD	25
July 19, 2023	Rosenberg, TX	Basic	Rosenberg PD	21
August 8, 2023	Spring Branch, TX	Basic	Spring Branch ISD	26
August 15, 2023	Plaquemine, LA	Basic	Iberville Parish Sheriff	38
August 16, 2023	Plaquemine, LA	Basic	Iberville Parish Sheriff	43
August 29, 2023	Lakeview, AR	Basic	Lakeview PD	9
September 11, 2023	Guthrie, OK	Basic	Guthrie PD	17
September 19, 2023	Wagoner, OK	Basic	Wagoner Co. Sheriff	18
September 22, 2023	Katy, TX	Basic	Katy ISD PD	59
December 12, 2023	Broken Arrow, OK	Basic	Broken Arrow PD	19

Average Attendance = 25

Delivered Train the Trainer Courses (ToT) - (n=4)

| September 20, 2023	Wagoner, OK	Train the Trainer	Wagoner Co. Sheriff	11
October 3-5, 2023	League City, TX	Train the Trainer	League City PD	19
October 24-26, 2023	Newcastle, OK	Train the Trainer	Newcastle PD	11
November 7-9, 2023	Salina, KS	Train the Trainer	Salina PD	18

Average Attendance = 15

Delivered Secondary Courses – by ToT Course Participants - (n=1)

December 2, 2023	Baytown, TX	Basic	Goose Creek CISD PD	15

Total officers trained: 417

Scheduled Trainings - (n = 6)

| Training Date	Location	Training Type	Host Agency	Registrations to Date
January 30-1, 2024	Carrollton, TX	Train the Trainer	Carrollton PD	26
February 19-21, 2024	Bardstown, KY	Train the Trainer	Bardstown PD	19
April 22-24, 2024	Wichita Falls, TX	Train the Trainer	Wichita Falls PD	3
May 23-24, 2024	Denton, TX	Basic	Denton PD	-
June 3-4, 2024	Carencro, LA	Basic	Carencro PD	-
June 6-7, 2024	Fort Smith, AR	Basic	Fort Smith PD	-
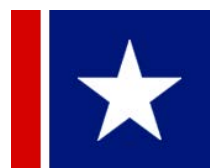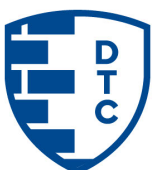
Texas Law Enforcement Impact

Texas Counties Served (n=21):

Bastrop, Bell, Bexar, Brazoria, Brazos, Burnet, Denton, Fort Bend, Galveston, Grimes, Harris, Lampasas, Madison, Matagorda, Montgomery, Polk, San Jacinto, Taylor, Walker, Waller, Wharton

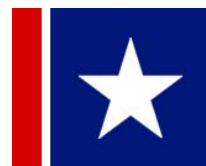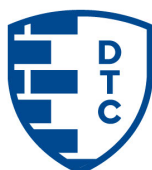Officers Trained: 231

Texas Agencies Served (n = 37)
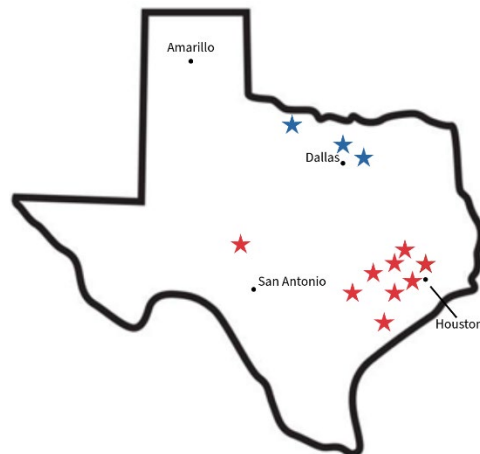
★ Completed Trainings:

Alvin ISD Police Department	Manvel Police Department	Damon ISD Police Department
Bay City Police Department	Montgomery County Sheriff's Office	Hitchcock Police Department
Brazoria County Constable Pct. 2	Polk County Constable Pct. 3	Kemah Police Department
Brazoria County Constable Pct. 4	San Jacinto County Sheriff's Office	League City Police Department
Bryan Marshal's Office	Spring Branch ISD Police Department	Rosenberg Police Department
Denton County Constable Pct. 2	Walker County Sheriff's Office	Shavano Park Police Department
Galveston County Sheriff's Office	Wharton County Constable Pct. 1	Spring ISD Police Department
Grimes County Constable	Fort Bend County Constable Pct. 3	Abilene Christian University PD
Harris County Constable Pct. 1	Smithville Police Department	Meadows Place Police Department
Harris County Constable Pct. 5	Granite Shoals Police Department	Waller County Constable Pct. 3
Katy ISD Police Department	Temple Police Department	Montgomery Police Department
Kempner Police Department	Goose Creek CISD Police Department	La Marque Police Department
Madison County District Attorney		

Training Date	Location	Host Agency	Training Type
April 24-25, 2023	Huntsville, TX	LEMIT - SHSU	Basic
May 17, 2023	Huntsville, TX	LEMIT - SHSU	Basic
June 7-8, 2023	Granite Shoals, TX	Granite Shoals PD	Basic
June 15, 2023	Spring, TX	Spring ISD	Basic
July 17, 2023	Spring, TX	Spring ISD	Basic
July 19, 2023	Rosenberg, TX	Rosenberg PD	Basic
August 8, 2023	Spring Branch, TX	Spring Branch ISD	Basic
September 22, 2023	Katy, TX	Katy ISD PD	Basic
October 3-5, 2023	League City, TX	League City PD	Train the Trainer

★ Upcoming Trainings:

Training Date	Location	Host Agency	Training Type
January 30-February 1	Carrollton, TX	Carrollton PD	Train the Trainer
April 22-24	Wichita Falls, TX	Wichita Falls PD	Train the Trainer
May 23-24	Denton, TX	Denton PD	Basic

Oklahoma Law Enforcement Impact

*Oklahoma Counties Served* (n=12):

Cleveland, Comanche, Grady, Leflore, Logan, Mayes, McClain, Okmulgee, Pawnee, Rogers, Tulsa, Wagoner

Officers Trained: 79

*Oklahoma Agencies Served* (n = 22):

Broken Arrow Police Department
Fletcher Police Department Lawton
Police Department Logan County
Sheriff's Office Moore Police
Department Newcastle Police
Department Pawnee County Sheriff's
Office Rogers County Jail
Tulsa County Sheriff's Office Wagoner
County Detention Center Wagoner
County Sheriff's Office

Chickasha Police Department Guthrie
Police Department
LeFlore County Sheriff's Office McClain
County Sheriff's Office Morris Police
Department
Noble Police Department
Pryor Creek Police Department Rogers
County Sheriff's Office
Tulsa Public Schools Police Department
Wagoner County Jail
Wagoner Police Department
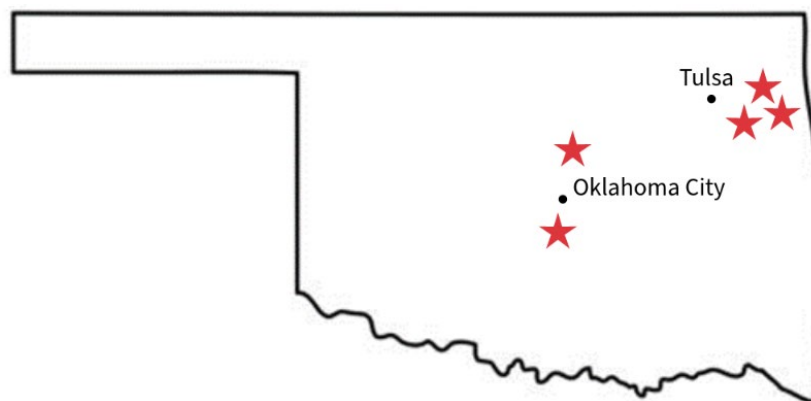
★ Completed Trainings:

Training Date	Location	Host Agency	Training Type
September 11, 2023	Guthrie, OK	Guthrie PD	Basic
September 19, 2023	Wagoner, OK	Wagoner CO Sheriff	Basic
September 20, 2023	Wagoner, OK	Wagoner CO Sheriff	Train the Trainer
October 24-26, 2023	Newcastle, OK	Newcastle PD	Train the Trainer
December 12, 2023	Broken Arrow, OK	Broken Arrow PD	Basic
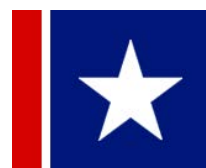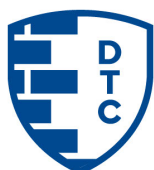
Louisiana Law Enforcement Impact

Louisiana Parishes Served (n=1):

 Iberville Parish

Officers Trained: 81

Louisiana Agencies Served (n = 4):

Iberville Parish Sheriff's Office   Maringouin Police Department

Plaquemine Police Department   St. Gabriel Police Department

★ Completed Trainings:

Training Date	Location	Host Agency	Training Type
August 15, 2023	Plaquemine, LA	Iberville Parish SO	Basic
August 16, 2023	Plaquemine, LA	Iberville Parish SO	Basic

★ Upcoming Trainings:

Training Date	Location	Host Agency	Training Type
June 3-4, 2024	Carencro, LA	Carencro PD	Basic

Arkansas Law Enforcement Impact

Arkansas Counties Served (n=4):

 Baxter, Boone, Marion, Washington

Officers Trained: 11

Arkansas Agencies Served (n = 5):

Bull Shoals Police Department   Flippin Police Department

Harrison Police Department   Lakeview Police Department

Prairie Grove Police Department

★ Completed Trainings:

Training Date	Location	Host Agency	Training Type
August 29, 2023	Lakeview, AR	Lakeview PD	Basic

★ Upcoming Trainings:

Training Date	Location	Host Agency	Training Type
June 6-7, 2024	Fort Smith, AR	Fort Smith PD	Basic
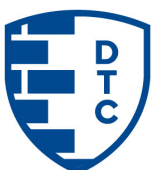
Additional Law Enforcement Impact Locations

Trainings: Salina, KS

*States Served:* Kansas, Missouri

Counties Served (n=12):

Allen, Andover, Dickinson, Johnson, Leavenworth, Ottawa, Russell, Saline, Sedgwick, Shawnee; Cape Girardeau MO, St. Francois MO

Officers Trained: 18

Agencies Served (n = 14):

|	
22 Security Forces Squadron	Andover Police Department
Chapman Police Department	Iola Police Department
Leavenworth County Sheriff's Office	Ottowa County Sheriff's Office
Russell County Sheriff's Office	Salina Police Department
Shawnee Police Department	Titan Protection Security
Washburn Institute of Technology PD	Washburn University Police Department
Bismarck Police Department	Independence Police Department
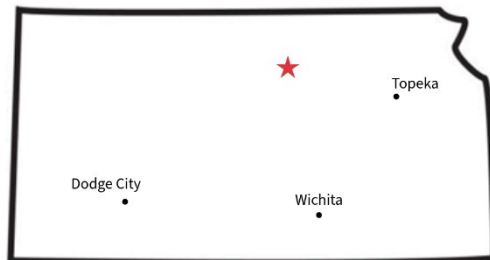
★ Completed Trainings:

Training Date	Location	Host Agency	Training Type
November 7-9, 2023	Salina, KS	Salina PD	Train the Trainer

★ Upcoming Trainings:

Training Date	Location	Host Agency	Training Type
February 19-21, 2024	Bardstown, KY	Bardstown PD	Train the Trainer

Potential Training Contacts:

Training Year	Location	Host Agency
August 2024	East Baton Rouge, LA	East Baton Rouge SO
Feb/Mar 2024	East Lansing, MI	East Lansing PD
2024	Conroe, TX	Montgomery County SO
2024	La Marque, TX	La Marque PD
2024	White Hall, AR	White Hall PD
2024	Plano, TX	Collin College PD
2024	Boerne, TX	Kendall County SO
2024	El Paso, TX	El Paso PD
2024	Denton, TX	Denton PD
2024	Brownsville, TX	Texas Southernmost University PD
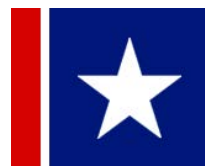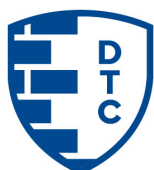
Additional Center Activities

DTC staff have played key roles in multiple additional grant applications, designed to bolster funding for future center activities. Of particular note, an application for a grant from the Bureau of Justice Administration at the Department of Justice to develop virtual reality training for law enforcement was submitted in partnership with Texas A&M and Sam Houston State University. In this grant application, the DTC would fulfill the role of training partner to assist in the development of training scenarios, as well as execution of training to law enforcement agencies. If this or other grants are awarded to the DTC, it will help ensure the long-term sustainability of the center's activities.

DTC staff were invited to participated in a Research Fair, hosted at SHSU by the Office of Research and Special Projects (ORSP) in September of 2023. Staff presented the DTC's program, to date training data, and current research in the field of de-escalation training for law enforcement, engaging with numerous interested individuals and sharing the mission and vision of the DTC.

Looking Forward

To date, the DTC has 6 scheduled trainings in 2024, as well as over a dozen additional strong leads with law enforcement agencies in the region, discussing potential de-escalation trainings. Due to cost saving measures, Director Garreth Tiefenbach projects that the center will exceed the number of required trainings performed for the project by at least 10%. Additionally, it is expected that the center will submit an extension request for the grant to the COPS Office, ensuring that the center will have ample time to complete as many trainings as possible.

To learn more about the efforts of the De-Escalation Training Center to deliver training to law enforcement, please contact Director Garreth Tiefenbach.

<u>Contact Information</u>

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"…no other training is more often demanded by policy makers, politicians, police executives, academics, civil rights activists, and citizens than de-escalation training for police."
-Engel, McManus, and Herold (2020, p. 722)