POST INSTRUCTOR DEVELOPMENT INSTITUTE (IDI)

HIGHLIGHTS OF THE PROGRAM

- Provides multi-level, multi-track programs to develop professionalism in the delivery of law enforcement instruction.

- Beginning with a foundation course, subsequent levels of the IDI build in a modular format

- Provide for advancement and specialization in different areas of law enforcement training.

HIGHLIGHTS OF THE PROGRAM

The IDI is grounded in:

- Contemporary adult learning methodologies, paralanguage, as well as presentation and platform skills.

- Progressive learning and proficiency in instructional technology and design; and

- Leadership, Mentoring and Coaching; and

- Critical Thinking for the instructor.

POST Instructor Development Institute (IDI)

Certification at the BASIC/AICC LEVEL:

- Complete a 40-hour POST Basic/AICC Instructor Certification Course
- Validation of competencies in the classroom

Certification at the INTERMEDIATE LEVEL:

- Complete the 40-hour Intermediate Course; or
- Complete the 24-hour Intermediate Instructional Skills
- Complete the 8-hour Presentation Skills Course
- Complete the 8-hour Critical Thinking Skills Course; and
- Complete the 16-hour Instructional Technology Course

Certification at the ADVANCED LEVEL:

- Complete the 40-hour Advanced Instructor Development Core Course with a 16-hour Teach Back session (56-hrs total)
- Complete the 24-hour Leadership, Mentoring and Coaching Course

Certification at the MASTER LEVEL:

- Complete the Master Instructor Certification Course (MICC); designing, developing and delivering a minimum of a 24-hour course that meets a demonstrated and POST approved training need
- The candidate's Total Training Package (TTP) will be formally evaluated by a panel prior to course delivery

POST Instructor Development Institute (IDI)

Certification at the BASIC/AICC LEVEL:

- Complete a 40-hour POST Basic/AICC Instructor Certification Course
- Validation of competencies in the classroom

Certification at the INTERMEDIATE LEVEL:

- Complete the 40-hour Intermediate Course; or
- Complete the 24-hour Intermediate Instructional Skills
- Complete the 8-hour Presentation Skills Course
- Complete the 8-hour Critical Thinking Skills Course; and
- Complete the 16-hour Instructional Technology Course

Certification at the ADVANCED LEVEL:

- Complete the 40-hour Advanced Instructor Development Core Course with a 16-hour Teach Back session (56-hrs total)
- Complete the 24-hour Leadership, Mentoring and Coaching Course
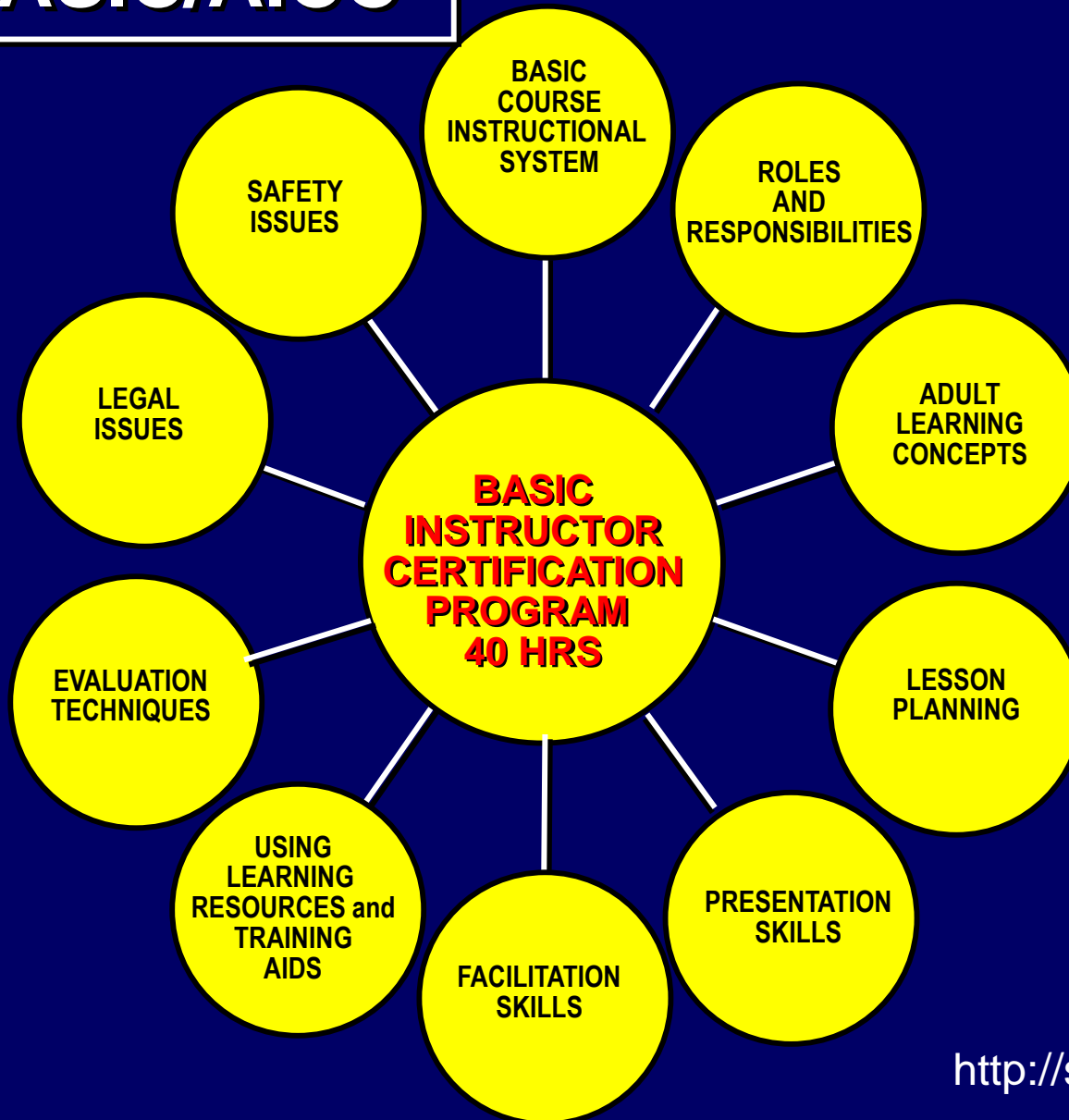
Certification at the MASTER LEVEL:

- Complete the Master Instructor Certification Course (MICC); designing, developing and delivering a minimum of a 24-hour course that meets a demonstrated and POST approved training need
- The candidate's Total Training Package (TTP) will be formally evaluated by a panel prior to course delivery

Prerequisites for MICC

- 16-hour Instructional Technology Update; and
- 24-hour Critical Thinking for Instructors course

IDI LEVEL 1: BASIC/AICC

GOAL: DEVELOP THE BASIC REQUISITE SKILLS REQUIRED TO BE A SUCCESSFUL ENTRY-LEVEL INSTRUCTOR
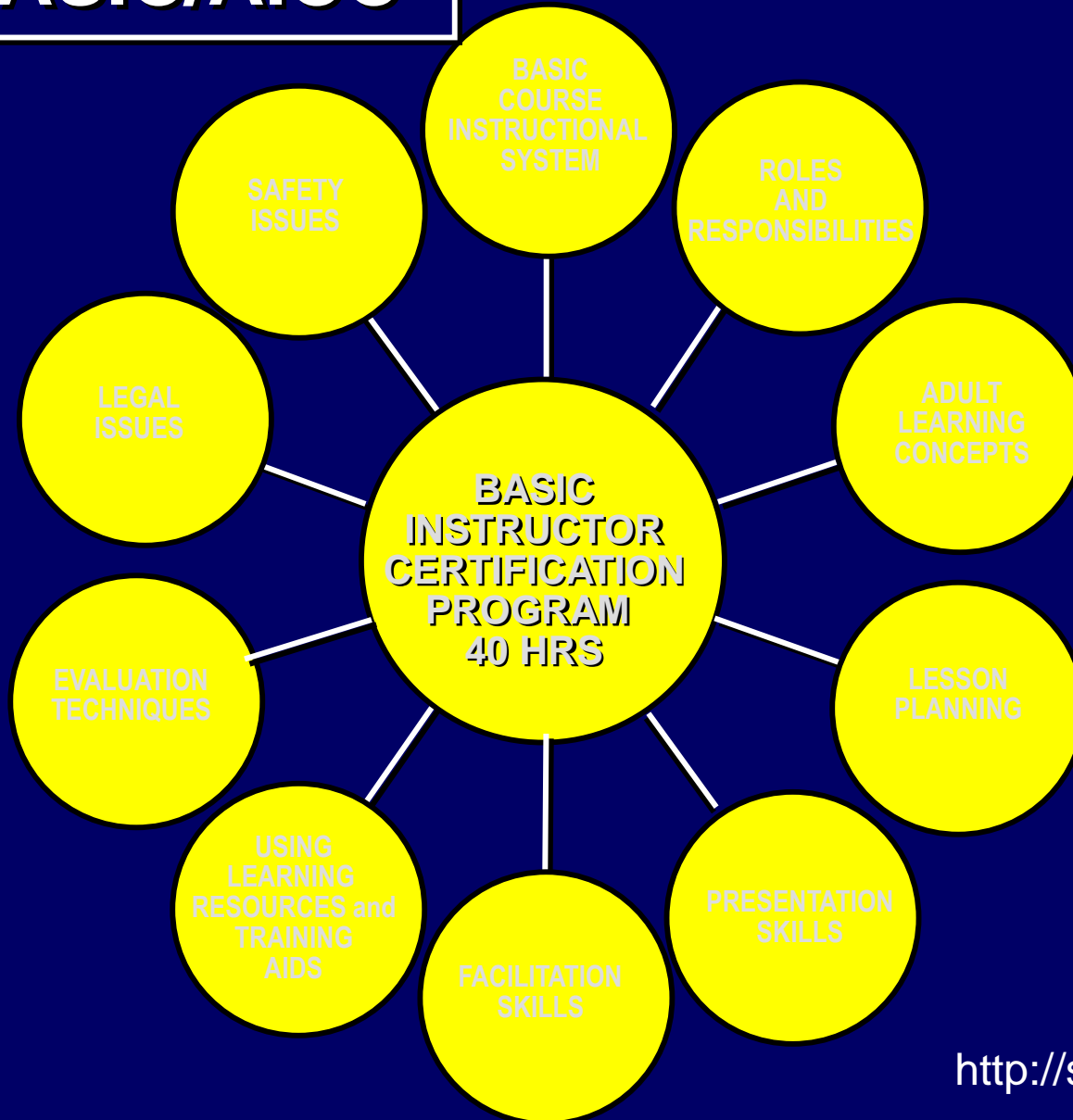
- SAFETY ISSUES
- BASIC COURSE INSTRUCTIONAL SYSTEM
- ROLES AND RESPONSIBILITIES
- LEGAL ISSUES
- ADULT LEARNING CONCEPTS
- EVALUATION TECHNIQUES
- **BASIC INSTRUCTOR CERTIFICATION PROGRAM 40 HRS**
- LESSON PLANNING
- USING LEARNING RESOURCES and TRAINING AIDS
- FACILITATION SKILLS
- PRESENTATION SKILLS

- CERTIFIED and BEING PRESENTED
- TRIENNIAL RE-CERTIFICATION AND OBSERVED/EVALUATED APPLICATION OF THE LEARNED SKILLS TO VALIDATE COMPETENCY ARE ALSO REQUIRED –

Re-Certification

- 24-HOURS TEACHING; and
- 8-HOURs OF TRAINING (AS A TRAINEE) IN A FIELD RELATED TO EXPERTISE OR IN INSTRUCTOR DEVELOPMENT

http://sdrtc.com/course/level-1/

IDI LEVEL 1: BASIC/AICC

GOAL: DEVELOP THE BASIC REQUISITE SKILLS REQUIRED TO BE A SUCCESSFUL ENTRY-LEVEL INSTRUCTOR

- BASIC COURSE INSTRUCTIONAL SYSTEM
- SAFETY ISSUES
- ROLES AND RESPONSIBILITIES
- LEGAL ISSUES
- ADULT LEARNING CONCEPTS
- BASIC INSTRUCTOR CERTIFICATION PROGRAM 40 HRS
- EVALUATION TECHNIQUES
- LESSON PLANNING
- USING LEARNING RESOURCES and TRAINING AIDS
- FACILITATION SKILLS
- PRESENTATION SKILLS

- CERTIFIED and BEING PRESENTED
- TRIENNIAL RE-CERTIFICATION AND OBSERVED/EVALUATED APPLICATION OF THE LEARNED SKILLS TO VALIDATE COMPETENCY ARE ALSO REQUIRED –
- **24-HOURS TEACHING; and**
- **8-HOURs OF TRAINING (AS A TRAINEE) IN A FIELD RELATED TO EXPERTISE OR IN INSTRUCTOR DEVELOPMENT**

http://sdrtc.com/course/level-1/

POST Instructor Development Institute (IDI)

Certification at the BASIC/AICC LEVEL:

- Complete a 40-hour POST Basic/AICC Instructor Certification Course
- Validation of competencies in the classroom

Certification at the INTERMEDIATE LEVEL:

- Complete the 40-hour Intermediate Course; or
- Complete the 24-hour Intermediate Instructional Skills
- Complete the 8-hour Presentation Skills Course
- Complete the 8-hour Critical Thinking Skills Course; and
- Complete the 16-hour Instructional Technology Course

Certification at the ADVANCED LEVEL:

- Complete the 40-hour Advanced Instructor Development Core Course with a 16-hour Teach Back session (56-hrs total)
- Complete the 24-hour Leadership, Coaching and Mentoring Course
- Complete the 16-hour Instructional Technology Update; and
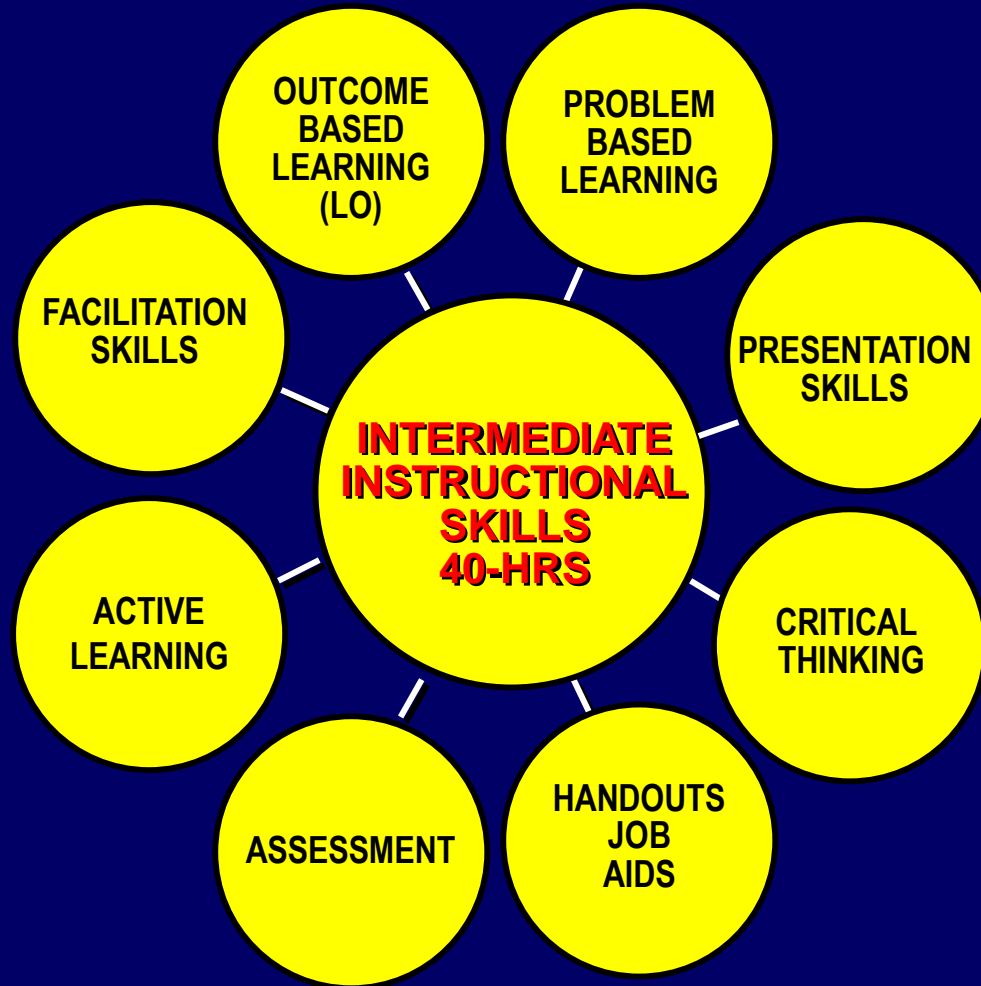- Complete the 24-hour Critical Thinking for Instructors course

Certification at the MASTER LEVEL:

- Complete the Master Instructor Certification Course (MICC); designing, developing and delivering a minimum of a 24-hour course that meets a demonstrated and POST approved training need
- The candidate's Total Training Package (TTP) will be formally evaluated by a panel prior to course delivery
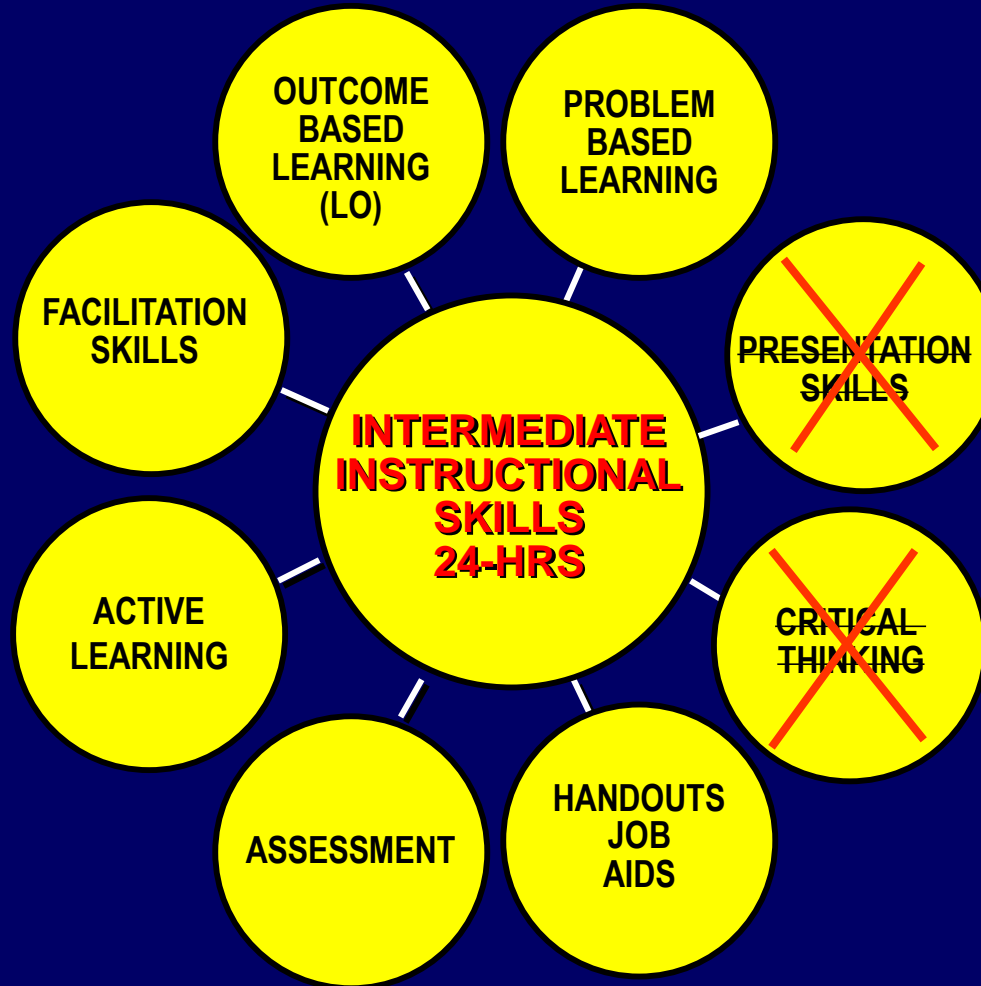
IDI LEVEL 2: INTERMEDIATE

GOAL: PROVIDE ADDITIONAL TOOLS AND SKILLS TO INCUMBENT INSTRUCTORS TO ENHANCE THEIR ABILITY TO TRAIN IN INCREASINGLY ACTIVE WAYS THAT CHALLENGE THEIR LEARNERS

INTERMEDIATE INSTRUCTIONAL SKILLS 40-HRS

- OUTCOME BASED LEARNING (LO)
- PROBLEM BASED LEARNING
- PRESENTATION SKILLS
- CRITICAL THINKING
- HANDOUTS JOB AIDS
- ASSESSMENT
- ACTIVE LEARNING
- FACILITATION SKILLS

IDI LEVEL 2: INTERMEDIATE

GOAL: PROVIDE ADDITIONAL TOOLS AND SKILLS TO INCUMBENT INSTRUCTORS TO ENHANCE THEIR ABILITY TO TRAIN IN INCREASINGLY ACTIVE WAYS THAT CHALLENGE THEIR LEARNERS
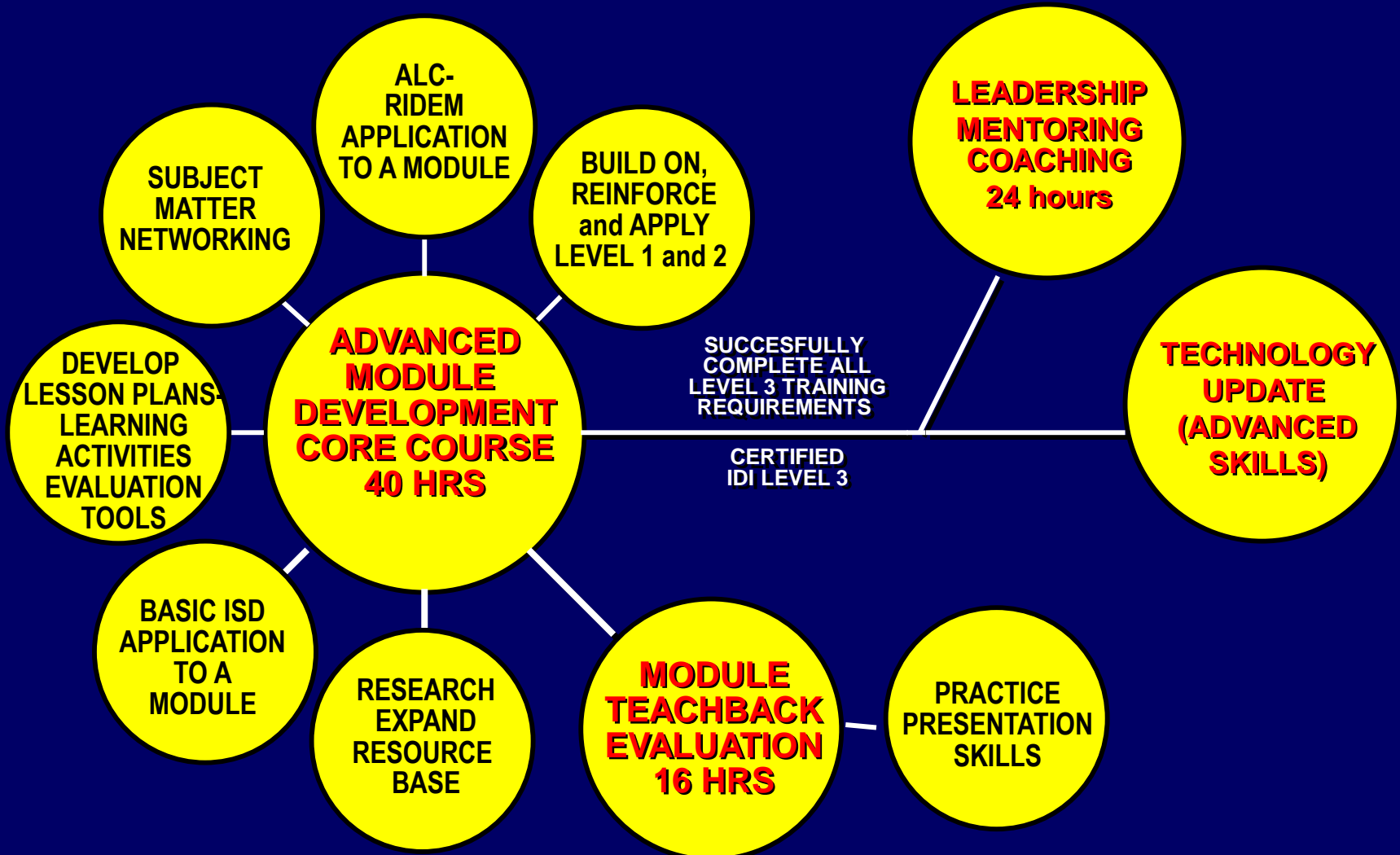

INTERMEDIATE INSTRUCTIONAL SKILLS 24-HRS

- OUTCOME BASED LEARNING (LO)
- PROBLEM BASED LEARNING
- FACILITATION SKILLS
- PRESENTATION SKILLS
- ACTIVE LEARNING
- CRITICAL THINKING
- ASSESSMENT
- HANDOUTS JOB AIDS

IDI Level 3: ADVANCED

GOAL: DEVELOP AND HONE SKILLS FOCUSING ON THE DESIGN, DEVELOPMENT AND DELIVERY OF A MODULE OF INSTRUCTION

IDI LEVEL 4: MASTER INSTRUCTOR

GOAL: DEVELOP SKILLS FOCUSING ON THE DESIGN, DEVELOPMENT AND DELIVERY OF A COURSE OF INSTRUCTION.

ROLES FOR MASTER INSTRUCTORS

- INSTRUCTOR DEVELOPMENT
- COURSE DEVELOPMENT
- POST RESOURCE
- COACH
- MENTOR
- ROLE MODEL

- FOCUS GROUPS
- FELLOWSHIPS
- COURSE COORDINATORS
- ACADEMY DIRECTOR RESOURCE
- LEADERSHIP VIA TRAINING

POST INSTRUCTOR DEVELOPMENT INSTITUTE

In Summary

- POST has made a commitment to provide the instructional cadre with standardized training required to more effectively meet the training needs of the future

- Training is an important and expensive endeavor- enhancing the skills of the cadre will ensure the student is receiving the best training possible

- Too often training has been "content" rather than "process-driven"

- The training models used in IDI focus on creating an environment where the student learns most effectively

- The proper application of adult, experience-based learning techniques cannot be successfully accomplished without first having a competently trained cadre

- The ultimate goal of this program is to ensure every instructor has the tools and skills required to professionally deliver effective training . . . nothing else is acceptable

POST INSTRUCTOR DEVELOPMENT INSTITUTE

- Questions, comments or feedback relating to the IDI should be directed to:

> Training Program Services Bureau
> Sr. Consultant Charles Evans
> charles.evans@post.ca.gov
> 860 Stillwater Road, Suite 100
> West Sacramento, CA 95605
> 916.227.3902   FAX 916.227.4011

Questions, comments or feedback relating to the operation of IDI and the presentation of courses can be directed to:

> **Marisa McCullough, Director of Training**
> San Diego Regional Training Center
> (858) 550-0040
> mmccullough@sdrtc.com