

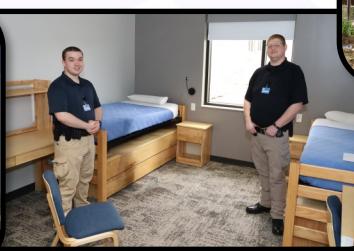
# 2025

## End of Year Report



# From the Director

In 2025 the ILEA staff again proved themselves to be the GOLD STANDARD for employees. As if training our Basic and In-service students wasn't enough of a challenge, they did it all while dodging concrete trucks, painters, carpet layers, plumbers, hammers pounding, drills vibrating and cranes overhead. The construction project was in full swing. A large portion of the 50-year-old dormitory was demolished, making way for our new 162-room dormitory. In April, our first class of students spent the night making the dorm fully functional. The dorm has spacious rooms, lounges, study rooms and even a chapel.



A new sign was built at the front entrance. Our logo on one end and a six-foot model of the State of Indiana with a thin blue line illuminated across, proudly announces who we are and welcomes guests.



Finishing touches were put on the scenario village gaining ILEA national acclaim from the International Association of Directors of Law Enforcement Standards and Training. The training center was named Burch Village in recognition of former ILEA Director Charles Burch. The village helps put students in a real-life training environment and better prepares them for service to their community.



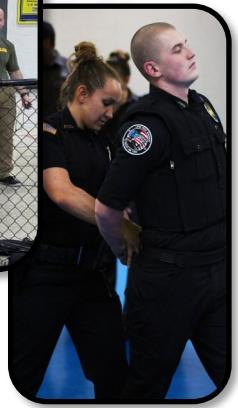
The Law Enforcement Training Board set new standards in 2025 for training increasing professionalism, accountability and safety.

- ◊ A new fitness standard for students
- ◊ Defensive tactics mandate for in-service officers
- ◊ Approval of a pistol mounted optics for firearms qualifications



**Timothy M. Harty**  
Executive Director

Indiana Law Enforcement Academy



# New Additions to the Academy Staff:

## Law Enforcement Training Specialists



Michael Heitmann



Paul Leslie



David Lindsey



Travis Sperry



Linda White

## Staff Duty Officer



Tim Lunsford

## Receptionist



Ginger Smallwood

## Housekeeping



Alaina Wilson

## Physical Plant Director

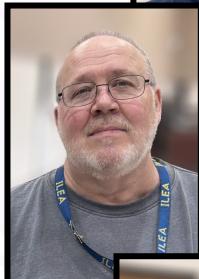


John Hutchins

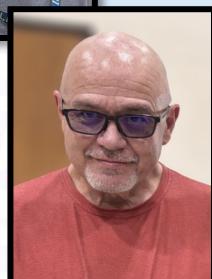
## Retirements:



**Roy Overshiner** retired in **June 2025**. He joined the Indiana Law Enforcement Academy staff in December 2012. He served as the Academy's **Staff Duty Officer**.



**Chris Carrigan** retired in **July 2025**. He joined the Indiana Law Enforcement Academy staff in December 1983. He served as the ILEA's **Physical Plant Director**.



**Terry Clodfelter** retired in **July 2025**. He started with the state at DOC in July 1983 and later joined the ILEA staff in October 2016. He served as a **Maintenance Forman**.

# Academy Training

## Tier I Basic Course Training

The Tier I program is designed for the majority of Indiana police officers. The students attend the ILEA for a total of 16 weeks in the residential program. A total of **424 students** were trained and certified through the Tier I Basic course curriculum in 2025.

- **Basic Session 2025-235** graduated **152** students
- **Basic Session 2025-236** graduated **159** students
- **Basic Session 2025-237** graduated **113** students



## Tier II Basic Course Training

Tier II is designed for officers employed by Town Marshal, Hospital, Gaming, and DOC agencies and consists of ten weeks on-site with an additional 40 hours of e-learning. During 2025, the ILEA hosted four Tier II courses with **67 graduates**.

- **Tier II Session 2025-34** graduated **16** students
- **Tier II Session 2025-35** graduated **22** students
- **Tier II Session 2025-36** graduated **19** students
- **Tier II Session 2025-37** graduated **10** students



## Tier III Basic Course Training

The three-week Tier III basic training program is provided for certain agencies that are specifically oriented towards investigative duties, such as the Medicaid Fraud division, Secretary of State investigators, Inspector General investigators and prosecuting attorney investigators. During 2025, the ILEA hosted one Tier III course with **4 graduates**.

Along with the new Tier I officers, **44 students** received **out-of-state waivers** enabling them to transfer their law enforcement certifications to Indiana. The waiver process consists of a self-study program of materials provided by ILEA instructors and multiple written and practical examinations to determine mastery of Indiana's laws and other topics.

The Training Board approved the waiver of **six officers** that had completed a **certified reserve academy** and granted Tier II certificates to each.

## Emergency Vehicle Operations

The ILEA EVO staff hosted five **Instructor Classes** in 2025, certifying **85 new EVO Instructors**.

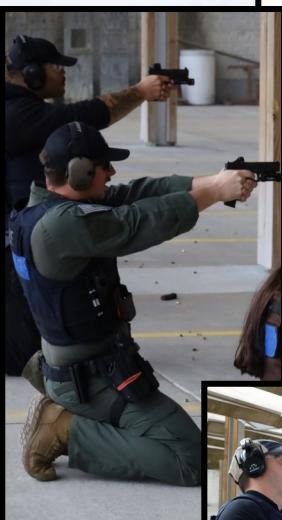
During 2025, in addition to all of the satellite academies using the facility, we also hosted almost **2,000 in-service students** as well as a week-long **dignitary protection course** hosted by IMPD.



## Firearms

The first step in becoming a Firearms Instructor is a firearms qualification course. In 2025, **120 students** were screened in these courses. A total of **99 officers** were trained and certified as **Firearms Instructors**.

In addition, the ILEA Firearms staff certified **10 officers** in the **Basic Sniper School**.



## Defensive Tactics

The staff put on 4 instructor courses, utilizing the newly approved one-week course. There were **64 officers** that completed the **instructor course** last year.

The staff also trained all **18 members** of the **LETS staff** in order for all to comply with the **annual 4-hour mandate**.



## Instructor Development

The Instructor Development Course is the foundational step for law enforcement professionals seeking certification as instructors in the State of Indiana. This program ensures that certified instructors possess the necessary skills to deliver high-quality training across various law enforcement disciplines.

To meet the growing demand for certified instructors, the Indiana Law Enforcement Academy (ILEA) conducted Instructor Development classes in Plainfield and at multiple locations statewide.

In 2025, **Lt. Keith Warner** assumed the role of Officer in Charge of Instructor Development, providing strategic oversight and leadership to enhance the program's effectiveness and reach.

Additionally, **Lt. David Lindsey** joined the Instructor Development staff and has played a significant role through teaching, administration, and evaluation, contributing to the program's overall success.

In 2025, the Instructor Development achieved significant success:

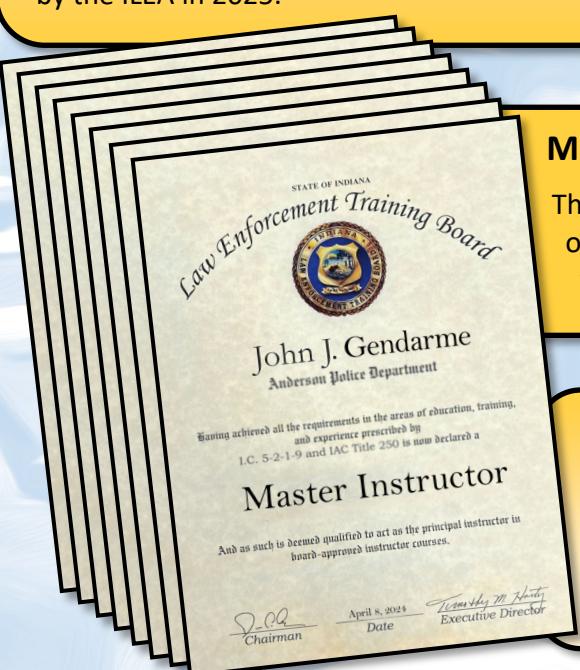
- **356 new law enforcement instructors certified statewide**
- **Expanded training accessibility through regional hosting sites**
- **Strengthened collaboration among state and local agencies**

ILEA (Plainfield) – 220	SWILETC – 9
ILEA (Off-site) – 43	IUPD – 16
CILETC – 14	NILETC – 19
IMPD – 20	NILEA – 15

The Instructor Development Program continues to play a critical role in enhancing the quality and consistency of law enforcement training throughout Indiana. By certifying new instructors and leveraging partnerships, ILEA ensures that officers receive **instruction that meets the highest professional standards**.

## Senior Instructor

The Senior Instructor curriculum is a two-week course designed for instructors who desire to enhance their educational skills and serves as a bridge to the Master Instructor level. **16 new Senior Instructor certifications** were awarded by the ILEA in 2025.



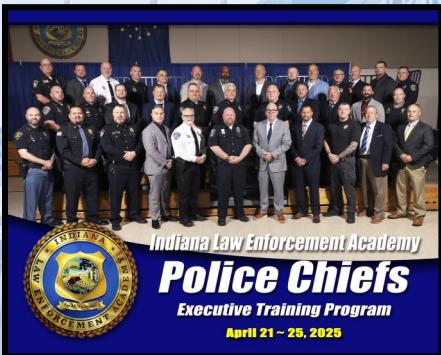
## Master Instructor

The Master Instructor is the highest level of instructor certification offered by the LETB. **Five new Master Instructor certifications** were awarded by the ILEA in 2025.

## Instructor Certifications/Recertifications

There are over **4,300 certified law enforcement instructors** across Indiana, representing about 25% of all officers in the state. Each instructor must recertify during a three-year cycle.

## Police Chief Executive Program



The Police Chief Executive Program is a state-mandated course for new police chiefs and others.

In 2025, **37 Chiefs** graduated the course that was held April 21-25 and consisted of **44 hours of instruction** covering the areas of liability issues, use-of-force, firearms, and emergency vehicle operations.

Other topics included media relations, physical tactics, fitness, personal mission statement, policy making, discipline, accounting/administration, labor laws, cultural diversity, and other department and/or administrative programs that would benefit newly appointed chiefs or other administrators serving in such positions.

## Jail Schools

The ILEA partners with the Indiana Sheriff's Association, schools, and career centers to offer the **40-hour Jail Officer Training Course**, combining online and in-person instruction.

In 2025, **60 classes** were offered around the state to meet the legislated mandate that all jail officers attend the course within one year of initial employment.



## Sexual Assault Investigators

In 2025, the Indiana Law Enforcement Academy (ILEA) took a significant step forward in addressing the critical issue of sexual assault by assuming internal oversight of the **Sexual Assault Investigations Course**. This transition ensured greater consistency, accountability, and quality in training for law enforcement professionals tasked with investigating these sensitive cases.

Following this change, **Lt. Keith Warner** and **Lt. Greg Mills** were appointed as **Officers in Charge of the Sexual Assault Investigations Program**, providing leadership and expertise to strengthen curriculum standards and instructional delivery.

In 2025, ILEA hosted **four Sexual Assault Investigations courses**, offering comprehensive instruction on best practices, victim-centered approaches, and legal considerations for sexual assault investigations.

## Pre-Basic

Most new officers, including Reserve Officers, undertake the Pre-Basic Course at the start of their careers. The course consists of training materials provided by the ILEA, augmented with local instructors using the core materials.

In 2025, **366 Pre-Basic courses** were held across the state, with **983 students completing the course**.

## Crime Scene Investigator

This program assures a minimum standard of training and experience has been attained through the qualification process, and assures competence levels in that training through a practical examination.

The training staff published a **new updated CSI Certification/Recertification Manual**, and there were **20 graduates of the CSI Level I course** in 2025.



# Media / IT Department

The ILEA Technology / Media Department staff facilitated the installation of **digital signage** that was deployed throughout the facility.

This upgrade ensures timely communication, keeping students informed of schedules, announcements, and critical updates.



**New Wireless Access Points** were implemented to deliver significant improvements in speed, capacity, and reliability. Key benefits include:

- Reduced interference and improved performance in high-density areas.
- Extended coverage to eliminate dead zones.
- Enhanced security and support for modern applications.

**Integrated a new door lock system** with existing staff badges and created new badges for students to access rooms.



**Upgraded multiple door readers** to allow use of State of Indiana badges, reducing costs associated with creating new badges.



**Added and upgraded cameras** throughout the facility to improve monitoring and security coverage.



Completed a **full computer refresh for the facility**, ensuring modern hardware to support operational needs and future technology requirements.

The **Online Refresher Course**, **Online Waiver**, and **ILEA Pre-Basic Course** were rebuilt in **ACADIS**.

These enhancements provide:



- Improved training delivery for officers.
- Robust tracking and reporting of training progress, which supports compliance and ensures efficient training management.



Produced & edited **multiple high-quality training videos** for the academy. These videos enhance instructional quality and offer alternative methods for officers to complete mandated training. This initiative expands accessibility and improves engagement in training programs.

The ILEA's social media presence continues to spread with now over **54,000 followers** on **Facebook** and over **2,500 followers** on **X (Twitter)** and **Instagram** combined.

The Academy's live and pre-recorded **YouTube** video presentations of graduations and other special events, such as the annual Blue Light Memorial Ceremony, are getting **thousands of views** on a regular basis.

These Social Media platforms continue to be very useful in keeping officers, alumni, interested parties, and the public informed of our events and activities, as well as promoting awareness and goodwill for the ILEA and the entire law enforcement community.

## Legal Department

ILEA Legal staff hosted the inaugural **Legal Summit** in October 2025. This 1-day summit brought together all of the criminal law instructors from all of the academies across the state. The day was spent in open discussion about a variety of topics including: the statewide use of force policy, 4<sup>th</sup> amendment, statutes, scenario training and how criminal law is tested.

Furthermore, the instructors discussed common learning objectives for criminal law for all academies, collaboration on scenario training and development of a statewide test bank. The summit came to a close with a desire to continue to share ideas and make the Legal Summit an annual occurrence.

ILEA Legal staff continued their work on **decertification**. Increased understanding of the statute led to more reporting and along with a more efficient ability to move files through the process were key to improving the overall process. A total of **44 officers were decertified in 2025**.

## Maintenance Department

The ILEA Maintenance staff are an integral part of keeping the Academy running throughout the year. From plowing and shoveling in the winter, to mowing and trimming in the summer, they are never without an important task to complete to keep our buildings and grounds in pristine condition.

In the Spring of 2025, they worked tirelessly to get the Academy ready for re-opening after a closure due to a major sewer backup. They then moved right into emptying all of the furniture out of the dormitory rooms that were demolished in late Spring. This included 3 beds, 2 desks and an armoire from all 110 rooms.

Over the last two years, they have taken on the additional responsibility of maintaining three new buildings, including the new scenario training village, their new maintenance building and the 3-story dorm.

**We are fortunate to have such a hard working and dedicated crew on our staff.**



## Housekeeping Department

The **Housekeeping team** is a small, but mighty crew that work hard day in and day out to keep all of our buildings and offices clean. In 2025, they also took on the added responsibility of laundering all of the linens for the student dorms due to failing equipment at the DOC where laundry was done previously.



With the opening of the new dorm this past year, it meant not only additional space to clean and care for, but because the dorm was not yet connected to the main building, it meant pushing, pulling, dragging, etc. much of their equipment and supplies outside and across a parking lot to the dorm to accomplish these tasks on a daily basis. They have done this in the rain, wind, cold, etc. all without complaint as they are all four very dedicated to the Academy's mission and take great pride in their work. **They are the unsung heroes of the Academy!**

# Other Accomplishments

## Community Service & Professional Outreach

Giving back to the community was an important aspect of training at the Indiana Law Enforcement Academy (ILEA) in 2025. Basic classes were once again busy with what have become ILEA traditions, including raising more than **\$20,000** through the **Polar Plunge for Special Olympics** and hosting the annual **Halloween Trunk or Treat** event, handing out hundreds of pounds of candy to local children.

Students also participated in **Blood Drives**, **Plainfield's National Night Out** and **Project Blue Light**, while raising funds for **Cops Cycling for Survivors**, fallen officers, and other charitable events and organizations.



We are proud that our ILEA students recognize the importance of serving their communities and building trust through these outreach efforts.



ILEA again partnered with several Hendricks County law enforcement agencies for the annual **Santa Cops Program**.

Toys collected by the **Hendricks Co. Sheriff's Office**, **Plainfield**, **Danville**, **Brownsburg** and **Avon Police Departments** for distribution to local families. The toys were a welcome sight for youngsters on **Christmas morning**.

The ILEA once again hosted the **Law Enforcement Vehicle Demo Day** as well as the **Force Science 2-Day Realistic De-Escalation Instructor Course** that brought in officers from all over the country.





Let no man or woman's spirit say our training failed them.

[www.in.gov/ilea](http://www.in.gov/ilea)