



# ***First Line Supervision and Leadership***



This course is designed for new or experienced supervisors, or field training officers. The course employs the premise of SMART Supervision. SMART utilizes concepts of supervision focusing on Self-Analysis, Modeling proper behavior, Agency goals and expectations, Relevance of supervision skills and Teamwork between agency personnel and the community. The course gives the student the opportunity to analyze their core beliefs and ethics while supporting their agency and community as a leader.

## ***Course Objectives***

- Identify and discuss different learning styles
- Analyze personal characteristics and leadership traits
- Explain the fundamentals of supervision
- Complete and interpret a DISC assessment
- Apply Bloom's Taxonomy to supervisory practices
- Examine current ethical issues
- Discuss principles of ethics
- Develop and implement employee improvement plans
- Understand and apply concepts of 21st Century Policing

### **Group Activity**

During this block of instruction students will be given information to allow them to perform a group activity. Teamwork and communication will be the focus.

### **Supervision 101**

This block of instruction will discuss the various new situations a supervisor will encounter as they begin. The course will also explore positive and negative supervisor experiences in a group activity.

## **Discussing the DISC**

This instruction will discuss the DISC and how it applies to the student. There will be one individual assignment and one group activity during the class.

## **Leadership Styles**

This instruction will discuss various styles of leadership and how it applies to the student. An individual research assignment will be given for each student. The students will submit the assignment to the instructors and selected submissions will be reviewed in class.

## **Emotional Intelligence**

This instruction will define and discuss emotional intelligence and identify ways to improve it. Students will have a group activity.

## **Employee Improvement Plans**

This session will cover Bloom's Taxonomy and its application to developing a Learning Activity Package (LAP). Participants will also engage in a group activity that applies Bloom's theory in the creation of an LAP, reinforcing how structured learning objectives can support employee improvement plans.

## **21<sup>ST</sup> Century Policing**

This class will focus on the 6 pillars presented by the President's Task Force. The background of how the committee became organized, and how the committee proposes agency should implement the pillars will be discussed. Students will have a chance to present a pillar to the class and explain advantages and challenges to implanting various pillars.

## **Ethics**

This block of training will cover a wide variety of ethical issues relating to criminal justice. Students will review ethical cases that occurred locally as well as regionally. Scenarios will be given to the students to discuss in groups.