



De-escalation Fundamentals for the Correctional Officer



CM Public Safety Training, LLC

Course Dates and Location

August 17, 2026

0800-1700

Hancock County Sheriff's Department
398 Malcolm Grass Way, Greenfield, IN. 46140

The course will cover:

This training focuses on incidents for the correctional officer involving individuals in crisis, as well as those who are unarmed or armed with weapons other than firearms. At its core is the Critical Decision-Making Model, which helps officers assess situations, make informed decisions, and continuously learn from their experiences.

The course integrates multiple skill sets into a comprehensive training approach, emphasizing scenario-based exercises, lectures, and case studies. It is an innovative, evidence-based use-of-force training program designed to equip first-responding police officers with the skills, tools, and options needed to safely and effectively manage critical incidents.

Objectives

- Discuss the Critical Decision-Making Model
- Crisis Recognition (Officers learn how to identify those experiencing a crisis)
- Discuss topics that include mental illness, intellectual and developmental disabilities, and contributing factors in a crisis
- Review Tactical Communications (Provides guidance on interacting with those in crisis, using verbal and non-verbal communication, active listening, and making a connection.)
- Discuss Considerations for Operational Tactics (Provides guidance on tactical considerations (using strategy, good positioning and team work) before, during and after a critical incident)

Instructor:

Thomas Lahay- served 31 years with the Indiana Department of Natural Resources Law Enforcement Division as an Indiana Conservation Officer. Since November 2016, he has been an instructor at the Indiana Law Enforcement Academy. A nationally certified and recognized instructor through IADLEST, Tom is also an LETB-certified Master Instructor. His expertise includes firearms instruction (handgun, shotgun, and patrol rifle), STOPS, active shooter response, de-escalation techniques, and use-of-force training.

Tom earned degrees in Law Enforcement and Conservation Law Enforcement from Vincennes University and later obtained a bachelor's degree in Homeland Security. Since 2005, he has served as an adjunct instructor at Vincennes University, teaching courses such as Survey of Criminal Justice, Criminal Investigations, Police Operations, and Wildlife Criminal Investigations.

To register for the course contact: **Michael DeHart** at **317-403-8840**
or mddehart08@gmail.com

Registration fee is \$199 and includes: 8 hours of LETB credit and a certificate of training.

CM Public Safety Training LLC
(LETB Certified Training Provider)