



INDIANA LAW ENFORCEMENT ACADEMY
5402 S. Co. Rd. 700 East, Plainfield, IN 46168
Reality-Based Training Lesson Plan

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Agency: Indiana Law Enforcement Academy

Date: 8/12/25

Prepared by: Lt. Tom Lahay

Topic/Title: De-Escalation

Venue/Location: Indiana Law Enforcement Academy

Type:

☐

Force-on-force

☒

Scenario

☐

Isolation Drill

☐

Skill demonstration

☐

Other

Level:

☒

Basic

☐

Advanced

Skills used:

1. Tactical Communications

3. Situational Awareness

2. Principles of Contact & Cover

4.

Performance Objectives: At the end of this instruction, the student officer should be able to:

1. De-escalate a tense situation by properly using tactical communication skills

2. Recognize conversational 'triggers' and use 'deflectors' in order to de-escalate

3. Demonstrate a safe, tactical approach to a highly volatile situation

4.

5.

Instructor(s) needed: 1

1. Lt. Tom Lahay, ILEA

2.

3.

4.

5.

Role Players needed: 2

1. John Doe

2. Jane Doe

3.

4.

5.



Reality-Based Training Lesson Plan

Type:



Training



Testing

Training tools/Props needed:

Student duty belt with handcuffs and portable radio; NO weapons

Safety Officer(s):

1. Lt. Tom Lahay, ILEA

2. Lt. Bryan Fox, ILEA

Summary of scenario:

(*Attach complete scripted version of scenario)

(*See attached supplement for additional information)

Officers arrive to find husband and wife in a heated argument and the husband is shocked that she has called the police. In their 15+ years of marriage and being together, there has never been physical abuse. There is a long history of finger-pointing and blaming each other for responsibilities not being met, etc. The couple would like officers to solve their problems. Neither party will leave the house.

FTO: ~ In-Progress Coaching to include de-escalation techniques, and interviewing skills. Instruct proper times to secure subjects. Communication with citizens is paramount in discovering the cause of and resolving this civil matter.

Safety Equipment needed:

None

Safety Plan:

1. Refer to Emergency Action Plan (GO 11-4.1)
2. All recruits are to 'safety check' a minimum of 3 times before entering scenario (SOP 22.1-6)
3. No weapons are allowed in staging/scenario area
4. Recruits are instructed NOT to go 'hands-on' with any other student or role player during scenario.

(See attached departmental safety plan)



Reality-Based Training Lesson Plan

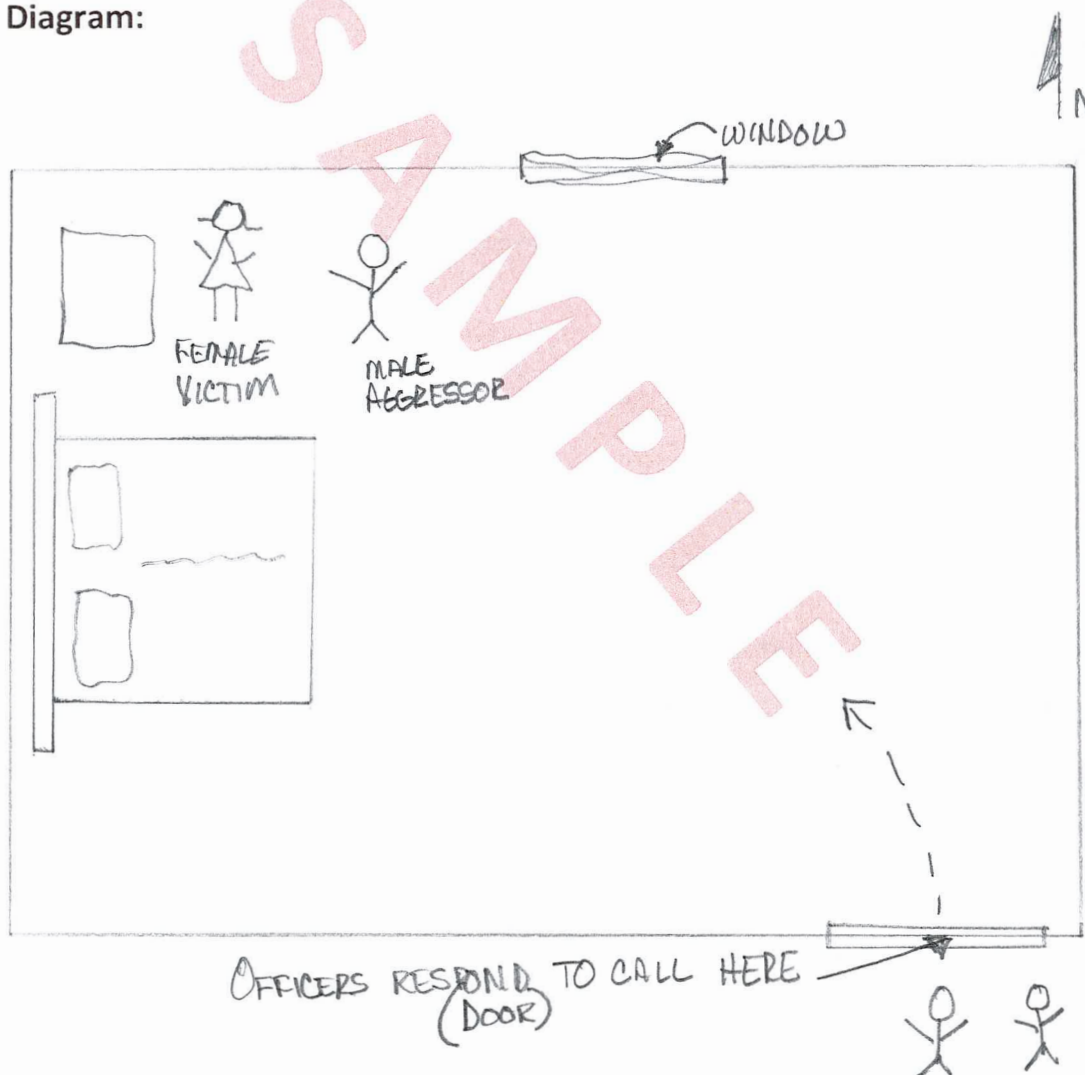
Evaluation Guidelines:

(*See attached supplement for additional information)

Standard Evaluation Guidelines (SEGs):

1. Control of Conflict / Physical Skill
2. Officer Bearing & Voice Commands
3. Field Investigations
4. Problem Solving & Decision Making
5. Radio Communications
6. Officer Safety – General; Officer Safety – Suspects & Prisoners

Diagram:





Reality-based Lesson Plan

Notes:

- Squad A - Morning Session (Day 1)
(4 prs. of recruits)
- Squad B - Afternoon Session (Day 1)
(4 prs. of recruits)
- Squad C - Morning Session (Day 2)
(4 prs. of recruits)
- Squad D- Afternoon Session (Day 2)
(4 prs. of recruits)

Prepared by: Lt. Tom Lahay, ILEA	8/12/25
Reviewed by: Major Mark Bridge	8/12/25
Legal Review: Raquel Ramirez, ILEA General Counsel	8/12/25