



BASIC POLICE SUPERVISION

COURSE SCHEDULE

Course Objectives: At the conclusion of this program, the participant will be able to:

- outline and discuss the focus of TCOLE Rules.
- discuss the first-line supervisor's role from several perspectives.
- describe the process of discussing work issues with subordinates (including performance problems, employee grievances or complaints, and resolving conflicts among employees).
- differentiate key terms that can affect their interactions with cultures that may differ from theirs.
- consider the concepts of police legitimacy and procedural justice by using an adult learning approach that encourages open and honest dialogue.
- demonstrate an understanding of the basic components of civil rights' liability and options to manage and decrease exposure to liability for same.
- demonstrate an understanding of the laws of the state of Texas and the federal government that regulate civil rights actions against officers and governmental entities.
- discuss and understand the concept of applied ethics and integrity.
- demonstrate an understanding of Michael Josephson's Six Pillars of Character and the application of Stakeholders.
- use the ACT methods of decision making by applying the stepped process of evaluating choices.
- demonstrate an understanding of best practices in ethical leadership with emphasis between rule based ethics and value based ethics.
- demonstrate an understanding of the definitions of sexual harassment and unwelcome sexual advances.
- demonstrate an understanding of the Civil Rights Act of 1964.
- demonstrate an understanding of quid pro quo and hostile work environment.
- demonstrate an understanding of gender differences in culture and expectations on how to treat women in empirical research.
- demonstrate an understanding of how to effectively manage people and create healthy professional relationships by the shared real-world supervisory experiences – both good and bad.

Monday, November 13

8:30am	Introduction and Course Overview
8:45	Supervisor Role Transition and TCOLE Rules Lt. Jeff Garner North Richland Hills PD
12:00pm	Lunch (on your own)
1:00	Employee Motivation and Counseling Lt. Garner
4:30	Adjourn

Tuesday, November 14

8:30am	Diversity and Inclusion for Law Enforcement Mr. Gregory Jones Baylor Scott & White Health Public Safety
12:00pm	Lunch (on your own)
1:00	Leadership 101 Mr. Gregory Smith Institute for Law Enforcement Administration
4:30	Adjourn

Wednesday, November 15

8:30am	Case Law Update and Supervisory Negligence Mr. Warren Spencer Attorney at Law
12:00pm	Lunch (on your own)
1:00	Case Law Update and Supervisory Negligence (continued) Mr. Spencer
4:30	Adjourn

Thursday, November 16

8:30am	Ethics and Ethical Decision Making Mr. Gregory Smith
12:00pm	Lunch (on your own)
1:00	Ethics and Ethical Decision Making (continued)
2:30	Honoring Boundaries: Preventing Sexual Harassment in the Workplace Mr. Smith
4:30	Adjourn

Friday, November 17

8:30am	Procedural Justice Chief Andrew Harvey Palestine Police Department
11:00	Working Lunch (Ordered \$7.00/pizza) Emotional Survival for Peace Officers Mr. Smith
2:00pm	Comprehensive Examination
3:30	Adjourn