

# Guarding the Badge



## Message from the Attorney General

Jeff Jackson, Attorney General



Hi everybody.

It's good to be writing to you again. First, I wanted to spotlight the outstanding work of the Criminal Justice Standards Division. I'm still just a few months into this job, and it's been a blessing to have a well-oiled CJ machine already in place and humming along. I've also enjoyed meeting the CJ folks in person at their offices and joining their Sheriffs' Standards counterparts for meetings out in Kitty Hawk a few weeks ago.

Last week, I traveled to Western North Carolina to officially launch NCDOJ's Safe to Rebuild initiative. A little context: I've been out to WNC multiple times this year and heard concerns from small business owners about contracting fraud, looting, and property crime as they order expensive equipment to rebuild their businesses after Hurricane Helene. This initiative is meant to deter bad actors from committing crimes and help Western NC families and business owners get back on their feet.

I held multiple roundtable discussions and press conferences with law enforcement partners from western counties during the trip – the purpose was to hear from each other about emerging concerns related to the recovery effort and coordinate on ways to combat them. This was a show of force to the public with a clear message: these offenses will be taken seriously and anyone who tries to take advantage of people will be held responsible for their actions. I'm encouraged by how the trip went and excited to keep the momentum going. You can learn more about the effort at [www.ncdoj.gov/safetorebuild](http://www.ncdoj.gov/safetorebuild).

In other news, we've been attacking the fentanyl epidemic, working with state, local, and federal law enforcement, and looking to combat the money laundering propping up the drug trade. As always, you all have continued to remain important partners in this work.

I'll have more to announce on all of this soon. In the meantime, keep up the great work and be in touch anytime.

Sincerely,  
Jeff Jackson

## Message from the Director

Jeffrey Smythe, Director, Criminal Justice Standards Division



Welcome to our second edition. We were thrilled with the comments and support we received after the launch of the first edition. We encourage you to share the newsletter widely and encourage your staff or colleagues to update their email address in Acadis so they will get the newsletter directly. As we advance in 2025, I encourage you to stay involved and aware of changes. Firearms qualifications continue to be a hot topic, and new rules will be discussed in upcoming meetings. The goal is to have more clarity in place by January 2026. The BLET 2025 continues to advance, and we have 44 new delivery sites up and running with the new curriculum. The last of the Legacy classes will conclude this summer.

Some highlights to check out in this issue are:

- Lessons Learned - Issues from the Field
- IADLEST's National Decertification Index (NDI) article
- Stakeholder Spotlight section highlighting the BLET Academy at Gaston College
- Upcoming Coordinating In-Service Training Courses

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## Employee Highlight

Karen Ashley, NCLEA Program Manager

Karen Ashley oversees the North Carolina Law Enforcement Accreditation (NCLEA) Program. She began her employment with us nearly three years ago. The majority of her life was spent in Arizona, after having grown up in upstate New York. After Karen graduated with a bachelor's degree from Arizona State University, she started a 34-year law enforcement career. Much of her career was with the Peoria Police Department, where she rose through the ranks to Deputy Police Chief. She spent two years with the Arizona Department of Homeland Security as the agency's Deputy Director. From there, she accepted a position with the Maricopa County Attorney's Office (MCAO) Investigations Division, spending eleven years at MCAO before her retirement. As MCAO's Chief of the Investigations Division she was responsible for 60 detectives, and the investigative support for 375 prosecutors. MCAO was the first prosecutor's office to be accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA).

Karen has been involved with law enforcement accreditation since the mid-90's and has been a CALEA Assessor since 2003. Karen moved to North Carolina to be near family after she retired. She has 2 spoiled rotten French Bulldogs, and loves to spend time outdoors kayaking, hiking, and with her family. She enjoys helping North Carolina law enforcement agencies achieve accredited status and feels at home again here in the south.



## Commission Summary

Erica Reid, Assistant to the CJ Division Director

The North Carolina Criminal Justice Education and Training Standards Commission met in February. Winter weather cancelled a number of committee meetings, and the Full Commission meeting was held virtually. Please see the updates below:

There were one hundred and twelve (112) candidates for the Advanced Law Enforcement Certificate and fifty (50) candidates for the Advanced Criminal Justice Certificate. The commission voted to award the Advanced Law Enforcement Certificate or Advanced Criminal Justice Certificate to all one hundred and sixty-two (162) candidates.

New and returning members of the Commission were recognized. They included: Todd Joyce, representing the N.C. Police Executives Association; Ted Bell, representing the N.C. Conference of District Attorneys; Eddie Buffaloe, Secretary, Department of Public Safety (Ex Officio Member); Leslie Cooley Dismukes, Secretary, Department of Adult Correction (Ex Officio Member); Jeff Jackson, Attorney General (Ex Officio Member); and Chip Hawley, Director of the State Bureau of Investigation (Ex Officio Member).

Commissioner Nathan Mizell was elected as Chair of the Education and Training Committee.

The Commission meets again **May 7-9, 2025**.

## Education & Training Committee Report

Trevor Allen, Director, NC Justice Academy

The Education & Training Committee of the CJ Commission discussed several items at their February meeting of note to School Directors, Instructors, and law enforcement executives:

1. The following community colleges and police departments earned their Commission reaccreditations:

**Wake Forest Police Department** for a period of five years for: SMI and Re-accreditation;

**Randolph Community College** for a period of five years for: BLET, Instructor Training, and SMI;

**Richmond Community College** for a period of five years for: BLET, Instructor Training, and SMI;

**Cary Police Department** for a period of five years for: SMI;

**Johnston Community College** for a period of five years for: BLET, Instructor Training, and SMI;

**Stanly Community College** for a period of five years for: BLET, Instructor Training, and SMI;

**Beaufort Community College** for a period of five years for: BLET, Instructor Training, and SMI; and

**Haywood Community College** for a period of five years for: BLET, Instructor Training, and SMI.

2. Proposed Instructor Training Program Changes:

Director Jeff Smythe presented proposed changes to the Instructor Training Program for consideration and direction from the Committee.

The proposed changes would:

- Split the Instructor Training Program into two parts, Instructor and Developer.
- There will be two certifications, one for Instructors and one for Developers.
- The Instructor course will focus on delivery skills, aspects of teaching adults, and adult learning.
- The Developer course will focus on research, writing lesson plans, and writing appropriate testing instruments.
- All current Instructors will transition to the new certifications possessing both the Instructor and Developer certifications.

The Committee agreed to move forward with the Instructor Training program revisions and directed the North Carolina Justice Academy to develop the requisite programs.

## New BLET Working Group from the Education & Training Committee

Jeff Smythe, Director, Criminal Justice Standards Division

The Education and Training Committee had an agenda item in the February meeting to discuss a proposal to increase the minimum class size for a BLET class from 10 to 15. This proposal brought forward language changes to the rule taking into account data from the BLET program showing declining completion rates based on the class size. At the February meeting, the item was tabled in lieu of forming a working group to gather data about the issues, address any root causes found, and explore best practices and areas of collaboration moving forward.

On April 17<sup>th</sup>, the BLET Class Size Working Group, comprised of community college leaders, trustees, and law enforcement stakeholders met to continue discussions on program quality and sustainability. The group is taking a more holistic approach by identifying and addressing the underlying factors that impact student retention and completion. Our shared goal is to strengthen program effectiveness and ensure every academy is positioned to deliver high-quality training that leads to successful outcomes. The progress and recommendations of this group will be shared regularly at upcoming Criminal Justice Commission meetings, in this newsletter, and by other communication mechanisms as may be prudent.

The members of the Committee are:

- Chief Chris Blue, JC Commission Chair
- Sheriff Alan Norman, Sheriffs' Commission Chair
- Mr. Jerry Church, Caldwell Community College and Trustee's Association
- Dr. Andrew Gardner, NC Community College System Office
- Commissioner Jennifer Fisher, NC Community College System Office
- Commissioner Nathan Mizell, Mitchell Community College
- Dr. David Heatherly, Coastal Carolina Community College and President's Association
- Mr. Alex Gazaway, NCJA

# Welcome New Commission Appointments!



## Ted Bell

Ted Bell was a helicopter pilot in the U.S. Army for seven years before going to UNC-Chapel Hill for degrees in Economics, Political Science, and Law. After graduating from law school Ted practiced Labor and Employment law in Birmingham, Alabama, representing clients such as Merrill Lynch and Tyson Foods in litigation and trials from Florida to New York and as far west as Chicago. He was admitted to practice law in Alabama, Florida, North Carolina, the 11th Circuit Court of Appeals, and the United States Supreme Court.

In 2008 Ted moved back to North Carolina and became an Assistant District Attorney in District 41, Rutherford and McDowell Counties. He served as an ADA for five years before being elected District Attorney in 2014. He is married to his wife Maggie and has two daughters, Ava and Sophie, ages 19 and 16. Ted and his family are avid Alabama football fans, and Ted is also a competitive pistol shooter and a licensed falconer and raptor breeder.

## Eddie Buffaloe

Former governor Roy Cooper appointed Eddie M. Buffaloe Jr., as secretary of the North Carolina Department of Public Safety effective Nov. 1, 2021. Secretary Buffaloe has served as a law enforcement officer for the past 30 years and serves as the sole representative on Governor Josh Stein's cabinet for the state's law enforcement, juvenile justice, and emergency management responsibilities. Buffaloe oversees the state's homeland security coordination and serves as Governor Stein's Homeland Security Advisor. The department has more than 9,000 sworn law enforcement and civilian employees, along with more than 13,000 North Carolina National Guard soldiers and airmen.

Prior to his appointment, he worked a dual role as Elizabeth City's interim city manager and director of the Elizabeth City Department of Public Safety. Buffaloe also served as the past president of the North Carolina Association of Chiefs of Police.

Buffaloe's work in various law enforcement and public safety capacities across the state have included police chief, sheriff's office, a correctional officer in the North Carolina Department of Correction, and as a law enforcement instructor for the North Carolina Training and Standards Commission. Buffaloe also served in the North Carolina National Guard for 10 years. Buffaloe holds a bachelor's degree in criminal justice administration from the University of Mount Olive, a master's degree in criminal justice administration from Grand Canyon University, and numerous law enforcement and public safety certifications.

## Roger "Chip" Hawley

Roger "Chip" Hawley became the Director of the North Carolina State Bureau of Investigation in November of 2024. Roger "Chip" Hawley became the chief of the State Capitol Police in December 2018, nine months after joining the force as deputy chief. Prior to joining State Capitol Police, Hawley served 33 years with the Wake County Sheriff's Office, where he attained the rank of major in both the Patrol Division and the Criminal Investigative Division.

Hawley holds a bachelor's degree from Liberty University. He also is a graduate of the Administrative Officers Management Program and has received a variety of specialized law enforcement certifications including Law Enforcement Motorcycle Operator and Instructor, specialized knowledge in special events/mass gatherings and law enforcement general instructor. He was recognized as the Wake County Sheriff's Officer of the Year in 2001. Hawley is a native of Coats, N.C. He is an Executive Board member and current President of the North Carolina Chiefs of Police Association, an Executive Board member of the NC Police Executive Association and member of the International Association of Chiefs of Police and Association of State Criminal Investigative Agencies (ASACIA).

## Jeff Jackson

Jeff Jackson is a dad, husband, soldier, and the 51st Attorney General of North Carolina. As Attorney General, he fights for the safety and well-being of North Carolina families and serves as a voice for all North Carolinians.

He began his career in public service when he enlisted after the attacks of September 11th and served in Afghanistan. He continues to serve as a Major in the Army National Guard. He is currently in his 22nd year of military service. When Attorney General Jackson returned home from Afghanistan, he went to law school at UNC with help from the G.I. bill. He became a criminal prosecutor in Gaston County where he handled first-degree murder and sex offense cases.

Attorney General Jackson served as a North Carolina state senator representing Mecklenburg County for eight years, then became the first person to represent North Carolina's 14th Congressional District, which includes parts of Mecklenburg and Gaston counties. In both the North Carolina General Assembly and the United States Congress, he worked to help all North Carolinians get a strong public education, find good jobs, and be safe in their homes and neighborhoods.

As Attorney General, Jeff leads the North Carolina Department of Justice, overseeing efforts to protect taxpayers, seniors, consumers, and military families from scams and fraud.

The Department represents the state, state agencies, and elected officials, and defends the rights of the people of North Carolina. The Department handles all state criminal appeals cases and assists district attorneys with complex criminal cases at their request. Additionally, the Department of Justice includes the North Carolina State Crime Lab, the North Carolina Justice Academy, and the Sheriffs' and Criminal Justice Education and Training Standards Divisions.

Attorney General Jackson earned his bachelor's and master's degrees from Emory University and his juris doctor from the University of North Carolina School of Law. He and his wife, Marisa, have three children.

## Todd Joyce

Assistant Chief Todd Joyce is a native of Fayetteville, NC and has been with the City of Fayetteville for over 26 years and joined the Fayetteville Police Department after the attacks of 9/11. Assistant Chief Joyce has worked in many areas of the Fayetteville Police Department and currently serves as the commander for Field Operations and Specialized Services. Assistant Chief Joyce is a graduate of the 26th session of the Management Development Program through the North Carolina Justice Academy. In 2021, Assistant Joyce was a delegate to Israel with the Georgia International Law Enforcement Exchange Program and worked with Israeli Police to gain an understanding of the challenges they face.

Assistant Chief Joyce has served on the board for the North Carolina Police Executives Association since 2018 working alongside fellow Commissioners Chris Blue and Estella Patterson. Assistant Chief Joyce is married to his wife Megan of over 20 years and together, they have two beautiful daughters, Jordyn and Peighton. As one daughter is in college and the other plays travel softball, he is open to donations.

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## NC Justice Academy Update

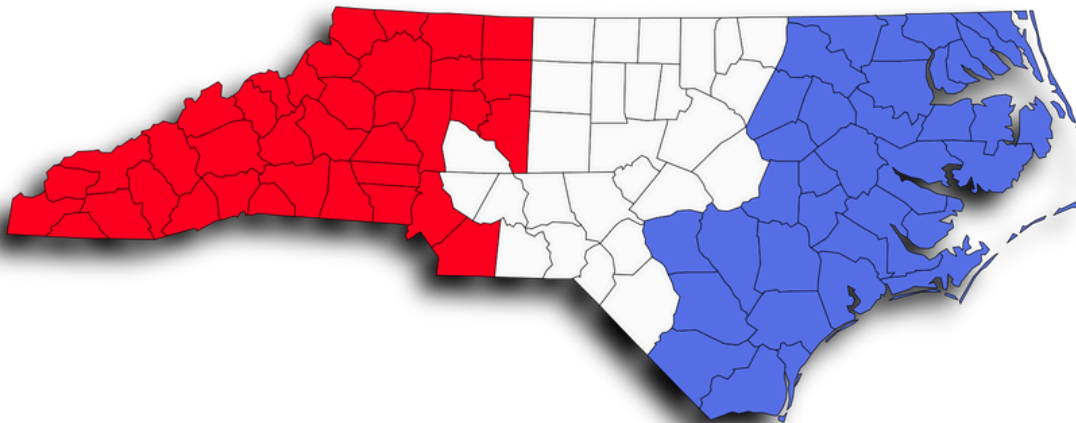
Trevor Allen, Director, North Carolina Justice Academy



The NCJA continues to serve our agencies, officers, and community college partners by assisting with the BLET lesson plan revisions and supporting instructors in the field.

- 1) At the March 2025 CALEA Conference, the Justice Academy received its 6<sup>th</sup> accreditation award. NCJA was the first training academy in North Carolina to receive accreditation via CALEA, and we are proud to be the flagship training academy in our state.
- 2) The BLET Advisory Group met on Friday, March 14. During this meeting, the group discussed updated information from NCDOT regarding the Traffic Incident Management System (TIMS). Content will be revised in the Traffic Crash Investigation block to include this updated information. Due to the Implementation of the new BLET 2025 curriculum, the Justice Academy will shift from a semi-annual to an annual revision cycle. This means all revisions approved by the Commission in 2025 will be available for all schools to deliver BLET in January 2026. We will list these changes during the next School Director's Conference.
- 3) As a reminder to all Firearms and/or Compliance and Control Tactics (CCT) Instructors: You must complete the required instructor updates for those topics no later than 12/31/25. A list of available dates/locations for these updates is available on the Acadis portal.
- 4) In the last newsletter, we introduced our three BLET representatives, Chris Cooper (east), Aaron Moore (central), and Amber Burgess-Cox (Western). Please see the map below showing their respective academy zones. All three individuals are committed to helping and supporting your delivery needs.

## BLET Field Representatives



- Chris Cooper
- Aaron Moore
- Amber Burgess-Cox

Created with paintmaps.com



# NC COMMUNITY COLLEGES

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## CREATING SUCCESS

### Propel NC: A New Model to Strengthen Workforce Training Across North Carolina

Jennifer Fisher M.S., Public Safety Training Specialist, Criminal Justice, North Carolina Community College System

The North Carolina Community College System has proposed *Propel NC*, a forward-looking model to modernize and better fund high-demand workforce training programs across all 58 community colleges. While the initiative spans multiple high-demand sectors—including advanced manufacturing, healthcare, construction, and information technology—**public safety remains a cornerstone**. If funded by the General Assembly, Propel NC would align resources with labor market demand, providing colleges with enhanced support to deliver high-quality training in fields like **Basic Law Enforcement Training (BLET)**, emergency medical services, and fire protection.

As North Carolina continues to grow, the need for a well-prepared, community-connected workforce has never been greater. Our state's community colleges are proud to serve as the **premier training provider for public safety professionals**, and we are energized by the opportunity that Propel NC presents. This proposed model will allow our colleges to remain agile, expand access, and strengthen partnerships with law enforcement and public safety agencies—ensuring our communities are served by highly skilled professionals ready to meet the moment. **We look forward to serving you—and exceeding expectations.**



## Lessons Learned:

### Commonly Encountered Rule Violations of Criminal Justice Officers

Kenneth J. Shultz, Policy Advisor and Investigations Manager, Criminal Justice Standards Division

The Criminal Justice Education and Training Standards Commission (CJETS) is tasked with many functions, including creating and enforcing rules addressing the certification of “criminal justice officers.” This definition includes Law Enforcement Officers, Department of Adult Correction Officers, Juvenile Justice Officers, and local Confinement Officers.

A consolidated listing of all administrative rules can be found here:

[OAH - NCAC > Title 12 - Justice > Chapter 09 - Criminal Justice Education and Training Standards - Browsing](#)

The Probable Cause Committee of CJETS meets quarterly to hear cases brought against officers for violations of administrative rules. Findings of Probable Cause may result in proposed actions against certifications to include written warnings, suspensions, revocations or denials. The duration of these actions is dictated by rule and range from a 3 or 5-year suspension period, to an indefinite or permanent revocation.

The Probable Cause Committee hears over thirty cases each session. Some cases are unique, but many involve similar fact patterns and repeated rule violations. This article addresses a few of these commonly encountered rule violations and should serve as a warning of unacceptable actions. Criminal justice officers are expected to display stellar ethical behavior in their personal and professional lives, and in doing so, they must also comply with the administrative rules.

#### **Instructor Student Relationships**

Some recent investigations have been initiated to address allegations of inappropriate relationships between instructors and students. The administrative rule addressing this issue was enacted to ensure professionalism and prevent unfair treatment of one student over others, or the appearance of such. Many times, these relationships were identified after complaints are made by fellow students or after reporting by someone previously involved with the instructor.

Rule 12 NCAC 09B .0301 mandates:

*(e) The Commission shall deny, suspend, or revoke an instructor's certification when the Commission finds that the person:*

*(5) is an instructor, School Director, or Qualified Assistant and is involved in the instruction of (for instructors) or oversight of (for School Directors and Qualified Assistants) a student with whom the instructor, School Director, or Qualified Assistant has a close personal relationship such as, familial, financial, dating, or sexual, even if consensual; and fails to take immediate and appropriate corrective action. Appropriate corrective action requires the instructor, School Director, or Qualified Assistant to notify his or her managing personnel in writing of the relationship and requires the instructor, School Director, or Qualified Assistant to stop instructing or overseeing the student with whom the relationship exists. The written notice to managing personnel shall be submitted to the Criminal Justice Standards Division within 10 days upon receipt and shall include:*

- (A) school/agency name;*
- (B) name of course;*
- (C) name of instructor, School Director, or Qualified Assistant;*
- (D) name of student;*
- (E) name of managing personnel;*
- (F) nature of the relationship; and*
- (G) explanation of action taken to ensure the named instructor, School Director, or Qualified Assistant is not in violation of this Rule;*

All certified Instructors are responsible for compliance with this rule.

## Lessons Learned:

### Commonly Encountered Rule Violations of Criminal Justice Officers (Continued)

Kenneth J. Shultz, Policy Advisor and Investigations Manager, Criminal Justice Standards Division

#### Failure to Notify

Many officers incorrectly think they are only required to notify their agency of an arrest or other qualifying event. To address this, basic training courses and in-service lesson plans have been updated to clarify that it is the officer's responsibility to ensure that the Criminal Justice Standards Division is notified of the events. Most events require two notices, one related to the occurrence and one for the disposition.

Regardless, a large portion of all quarterly investigations continue to be for allegations when an officer fails to notify the Criminal Justice Standards Division. An explanation indicating that the officer reported it to their agency does not avoid the rule violation when in fact the agency failed to forward the notice. Rules addressing this requirement can be found under the Minimum Standards rules and are provided here:

[12 NCAC 09B .0101](#) for Law Enforcement [12 NCAC 09B .0101](#) for Local Confinement Personnel

[12 NCAC 09B .0116](#) for Juvenile Court Counselors [12 NCAC 09B .0117](#) for Juvenile Justice Officers [12 NCAC 09C .0208](#) for Correctional Officers [12 NCAC 09G .0209](#) for Probation/Parole Officers

The event reporting criteria is the same for all officers, however, Correctional Officers and Probation/Parole Officer notifications must be made within 30 days, while all other officers must submit notifications within 5 business days.

The rules mandate that officers must notify the Standards Division and their appointing agency head in writing of the following:

*-all criminal offenses for which the officer is charged or arrested. This shall also include traffic offenses identified in the Class B Misdemeanor Manual and offenses of driving under the influence (DUI) or driving while impaired (DWI)*

(Class B Misdemeanors are those crimes specifically identified by the Commission as being prohibitive for certified officers. The manual can be located here, [Class B Misdemeanor Manual](#) for LEO and here, [Class B Misdemeanor Manual – DAC Section](#) for Correctional Officers).

*-service of all Domestic Violence Protective Order (G.S. 50B) and Civil No Contact Orders (G.S. 50C) that are issued by a judicial official against the officer;*

*-final disposition of cases to include when the officer pleads no contest, pleads guilty, or of which the officer is found guilty or otherwise closed/disposed of in court.*

*The required notifications in this Rule shall be in writing and shall specify the nature of the offense or order, the court in which the case was handled, the date of the arrest, criminal charge, or service of the order, and the final disposition. The notification shall include a certified copy of the order or court documentation and final disposition from the Clerk of Court in the county of adjudication. The requirements of this Item shall be applicable at all times during which the officer is employed and certified by the Commission and shall also apply to all applicants for certification.*

*Receipt by the Standards Division of a single notification, from the officer or the agency head, shall be sufficient notice for compliance with this Item.*

Compliance with this simple notification requirement will avoid actions against your certification and will reduce the number of cases required to be heard by the Probable Cause Committee.



## IADLEST's National Decertification Index Aids Police Departments in Selecting Recruits

Kenneth J. Shultz, Policy Advisor and Investigations Manager, Criminal Justice Standards Division

The International Association of Directors of Law Enforcement Standards & Training (IADLEST) manages the National Decertification Index (NDI). The NDI serves as the only national registry of certificate or license revocation actions related to officer misconduct as reported by participating state government agencies. Amongst other options, the database tracks revocations, suspensions, relinquishments, and denials.

The records contained in the NDI are provided by participating state government agencies and should always be verified with the contributing authority for accuracy. Inclusion in the database does not necessarily preclude any individual from appointment as an officer. Furthermore, actions noted in the system could be outdated as action periods might be expired. As such, NDI entries should only serve as a notice of an action at a specific time.

Here are some NDI *national* statistics:

- Every state except Hawaii and Rhode Island contributes to the NDI.
- Currently, 56,061 law enforcement officer records are secured in the NDI.
- A total of 17,741 registered individual agencies are NDI users.

NC Statistics include:

- NC has 735 entries/actions taken against officers in the database.
- 103 different NC agencies are registered NDI users, meaning almost 500 haven't created accounts.
- Currently, we have 351 total registered users.
- In 2025, 11 new users were approved; in 2024, 82 new users joined.
- While we have users dating from 2018, how many remain active or in an assignment where they utilize the NDI is unknown.

Agencies can register for query-only access and use the database during the background phase of the recruit selection process to determine if the individual has been de-certified from any other State's POST. This is an invaluable service, especially since many previously decertified individuals may move to another state and be dishonest about their previous law enforcement experience, including potentially making statements that they have never worked in the profession. Checking the NDI database should be an integral part of the background process for every agency and State POST.

Senate Bill 300 directed changes to NCGS 17C-6 (a) (21) which now requires the NC Criminal Justice Standards Division to query the NDI for all certification types. The Division manages access to the NDI for the entire state, and through training and practical guidance, has suggested that every hiring entity use the NDI as a valuable resource in their hiring screening. Every agency should have at least one employee with NDI query permission. Access is granted through a simple and free process at the IADLEST webpage. CJ Standards will allow access to the NDI for school directors. If you encounter problems with access or permissions, please contact [Ken Shultz](#) with CJ Standards.

For more information about the NDI and to register your agency, click [here](#).

## Upcoming IADLEST Conference in Charlotte

NC Academy School Directors will NOT want to miss the International Association of Directors of Law Enforcement Standards and Training Conference that will be held in Charlotte June 1 – 4, 2025. Come learn about academy management, instructional methodologies, testing, and evaluation. For more information, click [here](#).



# Stakeholder Spotlight

## Enhancing Cadet Success in North Carolina's Basic Law Enforcement Academy

Calvin Shaw, Academy Director, Gaston College

### Introduction

The Basic Law Enforcement Training (BLET) program in North Carolina is a rigorous and comprehensive course designed to prepare cadets for the demands of the law enforcement profession. The BLET program has been expanded in courses and hours, beginning with the most recent 2025 revision. It also incorporates substantially more interactive and scenario-based training, making learning more engaging and effective. Practical exercises that simulate real-life situations help cadets apply theoretical knowledge and develop critical thinking and decision-making skills.

However, the path to success can be challenging. Here are some strategies we are implementing at Gaston College to enhance cadet success in the academy.

### Offering Pre-Academy Preparation

One of the key factors in cadet success is thorough preparation before entering the academy. Prospective cadets should participate in physical fitness programs and become familiar with basic law enforcement concepts. At Gaston College, we are developing a pre-academy orientation session to help cadets understand what to expect and how to prepare effectively. This pre-academy will take place approximately 6 weeks prior to the beginning of the BLET class. Our idea is that the pre-academy will meet on Tuesdays and Thursdays, consisting of light physical fitness training, general firearms training, general law enforcement driving training, test-taking tips, note-taking tips, and study tips sessions. The pre-academy will last for 4 weeks.

### Mentorship Programs

Implementing mentorship programs where experienced officers guide new cadets can significantly enhance their learning experience. Mentors can provide valuable insights, share practical tips, and offer emotional support, helping cadets navigate the challenges of the academy. Our goal here is to have sponsoring agencies check in with their cadets, as the cadets often do not see anyone from the department until graduation during academy training.



# Stakeholder Spotlight

## Enhancing Cadet Success in North Carolina's Basic Law Enforcement Academy (Continued)

Calvin Shaw, Academy Director, Gaston College

### **Comprehensive Support Systems and Feedback**

Providing a robust support system that includes academic tutoring, physical training assistance, and mental health resources can help cadets manage the stress and demands of the academy. Regular check-ins and counseling sessions can ensure that cadets are coping well and staying on track.

Essential feedback and assessments can help cadets understand their strengths and areas for improvement. Instructors and staff should provide constructive feedback and set clear, achievable goals for cadets to work towards. This continuous assessment helps to keep cadets motivated and focused. In our next BLET class offering, we will meet with each cadet to discuss their adjustment, identify any issues they have encountered during training, outline improvement steps, and generally support them in achieving graduation.

### **Emphasis on Ethics and Community Policing**

Our BLET training program places a strong emphasis on ethics and community policing. Understanding the importance of ethical behavior and building positive relationships with the community is crucial for law enforcement officers. This focus can help cadets develop a sense of responsibility and commitment to serving their communities. At Gaston, we schedule a day for our Cadets to volunteer with a community agency. We consistently stress Sir Robert Peel's principles to the cadets, most notably that they are part of the public and must have the public's trust.

### **Conclusion**

By enhancing pre-academy preparation, implementing mentorship programs, providing comprehensive support systems, offering continuous feedback, and emphasizing ethics and community policing, we believe we can significantly improve cadet success in North Carolina's Basic Law Enforcement Academy. These strategies not only prepare cadets for the challenges of the academy but also equip them with the skills and mindset needed for a successful career in law enforcement.





*North Carolina Attorney General's Office*



*40th Annual*  
***PEACE OFFICERS'***  
***MEMORIAL DAY CEREMONY***

**Tuesday, May 6, 2025 10 AM**  
**280 Concord Pkwy S Unit 5, Concord, NC 28027**  
**Multiply Church**

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# CJ Standards Training Team News



CJ STANDARDS DIVISION TRAINING, RESEARCH, & FIELD SERVICES TEAM

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## ISTC Course Announcement

The Criminal Justice Standards Division is pleased to announce the launch of its new course, **"Coordinating In-Service Training"**. This comprehensive 8-hour in-person course is specifically designed to equip individuals with the necessary skills and knowledge to excel as certified In-Service Training Coordinators within their agencies. This course is no longer offered at the NC Justice Academy.

### Course Objectives:

- **Training Management:** Participants will learn how to effectively manage their agency's training records.
- **Documentation and Compliance:** The course will cover the proper procedures for recording and submitting training documentation in accordance with the regulations set by the Criminal Justice and Sheriffs' Education & Training Standards Commissions.

### Course Requirement:

Completion of this course is mandatory for individuals seeking to be certified as an In-Service Training Coordinator. By participating, individuals will gain the expertise needed to support their agency's training initiatives efficiently and effectively.

Agencies can have multiple certified In-Service Training Coordinators.

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## Coordinating In-Service Training Refresher Course

The **Coordinating In-Service Training Refresher Course** is designed to help current In-Service Training Coordinators refresh their knowledge and skills. It focuses on updating coordinators with the latest information and best practices for managing in-service training programs. It is recommended that certified In-Service Training Coordinators attend a refresher course every three years to remain current in best practices and changes.

### Key Objectives:

- **Reconnect with CJ Standards Division Points of Contact:** Ensure familiarity with key contacts within the CJ Standards Division.
- **Updates on In-Service Training Rules:** Learn about recent changes and updates in in-service training regulations.
- **Division Forms:** Familiarize yourself with the latest versions of the division's necessary forms, including annual In-Service Compliance Forms.

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# CJ Standards Training Team News (Continued)

## Benefits of Refresher Training:

- **Increased Efficiency:** Refresher training helps reinforce existing skills and updates certified In-Service Training Coordinators on new methodologies, leading to improved efficiency in their roles.
- **Reduced Errors:** Regular training refreshers help minimize errors by keeping In-Service Training Coordinators abreast of best practices and updates.
- **Continuous Learning Culture:** Embedding refresher training into the company's culture promotes continuous learning, ensuring that In-Service Training Coordinators stay informed about Commission initiatives, industry trends and advancements.

## Course Details:

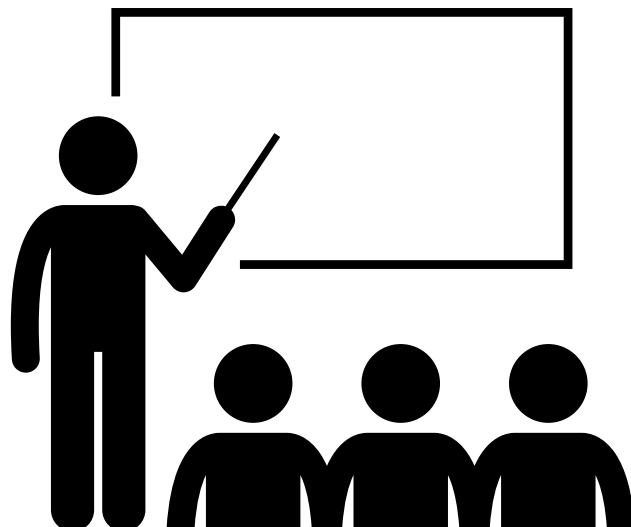
- **Duration:** 4 hours (in-person)
- **Target Audience:** Current In-Service Training Coordinators
- **Encouragement:** While optional, participation is highly encouraged to maintain proficiency and compliance with current standards.

For your convenience, Division staff will be offering both the **Coordinating In-Service Training** and **Coordinating In-Service Training Refresher** courses throughout the year at various locations across the state. The 2025 delivery schedule is as follows:

- 05/23/2025 – Coordinating In-Service Training Refresher (Cleveland Community College)
- 06/20/2025 – Coordinating In-Service Training (Central Piedmont Community College)
- 07/11/2025 – Coordinating In-Service Training (Vance Granville Community College)
- 08/22/2025 – Coordinating In-Service Training Refresher (Brunswick Community College)
- 09/12/2025 – Coordinating In-Service Training (Haywood Community College)
- 10/10/2025 – Coordinating In-Service Training Refresher (Halifax Community College)
- 10/24/2025 – Coordinating In-Service Training (Johnston Community College)
- 11/07/2025 – Coordinating In-Service Training (Alamance Community College)

***Participants may register for these training dates by searching for “Available Training” under the “Training and Events” tab in the NC Criminal Justice Training and Certification Portal.***

If you have any questions about this course or how to register, please email Mary Burton at [mburton@ncdoj.gov](mailto:mburton@ncdoj.gov) or Rosie Battles at [rbattles@ncdoj.gov](mailto:rbattles@ncdoj.gov).





## Important Changes in CJ Standards Application Processes

Michelle Schilling, Deputy Director, Criminal Justice Standards Division

The Criminal Justice Standards Division has made significant strides in modernizing its processes during 2024. Here's an overview of the improvements and upcoming changes.

### Online Transitions:

The Division has successfully moved several key processes to the Acadis portal:

- Concealed Carry Handgun Instructor applications
- Ordering of Concealed Carry Handgun certificates
- Retired Law Enforcement Officer Firearms applications
- Company/Campus Police agency and officer applications
- Administration of State Comprehensive Examinations

These transitions have been met with enthusiastic approval from applicants, who appreciate the streamlined and efficient online process.

### Important Deadline:

#### **Effective April 1, 2025**

- Paper checks and applications will no longer be processed.
- All submissions will be returned if not submitted through the Acadis portal.

### New Requirements:

Moving forward, all applications and certificate orders must be completed exclusively through the established online processes in the Acadis portal.

This shift to digital processing aims to enhance efficiency, reduce processing times, and improve overall user experience for all stakeholders involved in these certification and application processes.

If you have any questions, please contact the following:

Concealed Carry Handgun Instructor/Retired Law Enforcement Officer Firearms - Bob Overton at [boverton@ncdoj.gov](mailto:boverton@ncdoj.gov)

Company/Campus Police - Randy Munn at [rmunn@ncdoj.gov](mailto:rmunn@ncdoj.gov)

## Upcoming CJ Standards Certification Workshops

We are excited to offer our CJ Standards Certification Workshops across the state this year. We've selected five locations, which are listed below. These workshops will be exclusively for police chiefs, executive staff, and other personnel involved in processing paperwork for submission to the CJ Standards Division, ensuring compliance with employment and retention standards. Please note that these workshops will not cover private campus or company police.

All workshops will be posted in the [ACADIS Training Portal](#) and are now open for registration. When registering, please remember to print, complete, and upload the Written Endorsement to Attend Training Form, which is available within the registration process.

Date and locations for the Workshops are as follows:

- May 28, 2025 – Catawba Valley Community College – Hickory, NC
- July 23, 2025 – Wake Technical Community College – Raleigh, NC
- September 17, 2025 – Haywood Community College – Clyde, NC
- October 15, 2025 – Robeson Community College – Lumberton, NC





## News from Juvenile Justice

Dannika Hester, Program Manager - Division of Juvenile Justice, Criminal Justice Standards Division

We are pleased to provide an update on the progress and ongoing efforts of our team in 2025. Building on the foundation established in the previous year, we remain committed to supporting professionals within the criminal justice field through enhanced service delivery and operational efficiency.

As a result of strategic process improvements and increased staffing resources, we are proud to report that application processing times have been significantly reduced. As of this year, the Division now processes certification applications within 3 to 5 business days. This represents a substantial improvement in our ability to serve applicants promptly and effectively.

These enhancements have enabled us to address previous delays, manage a higher volume of applications, and maintain the integrity and quality of our review process. We continue to evaluate and refine our procedures to ensure the highest standards are upheld across all areas of service delivery.

We extend our sincere appreciation for your patience and support during our transition period. The changes implemented have positioned us to provide more timely and efficient service, and we are confident that these improvements will better meet the needs of the professionals we serve.

Looking ahead, we remain focused on strengthening productivity, sustaining service excellence, and supporting the individuals who contribute daily to the mission of the juvenile justice system. We look forward to continuing this momentum throughout 2025 and beyond.



## NC Law Enforcement Accreditation (NCLEA) Program News

Karen Ashley, Program Manager, Criminal Justice Standards Division

In June of 2023, the State of North Carolina adopted its own state law enforcement accreditation program, and the first edition of the Standards Manual was approved by the North Carolina Sheriffs' Education and Training Standards Commission and the North Carolina Criminal Justice Education and Training Standards Commission. The North Carolina Law Enforcement Accreditation (NCLEA) program is an opportunity for all North Carolina law enforcement agencies to demonstrate compliance with current best practices and rigorous standards. North Carolina Law enforcement leaders and subject matter experts developed these standards to assist agencies in the efficient and effective delivery of professional law enforcement services.

The NCLEA program is a voluntary and free opportunity for all law enforcement agencies to rise to the next level of professional management and service delivery. Currently, the standards manual consists of 116 standards that address critical topic areas in law enforcement operations, including use of force, personnel, training, property and evidence management, and administration. While being accredited does not guarantee employees will not make mistakes, it does ensure that the candidate agency has carefully considered critical issues and developed sound policies and procedures to address these issues and reduce risk. Accredited agencies have well established systems and processes to identify deficiencies and make necessary adjustments.

Accreditation benefits everyone, from the law enforcement agency itself, the community the agency serves, and the employees within those agencies. The training and policies and procedures associated with accreditation are the foundation for the organization and model best practices within the law enforcement profession. This increases transparency and improves community relationships, minimizes agency risk, and can lead to improved agency performance.

To date, over 80 applications have been received for enrollment. Accreditation is growing in North Carolina, and we are expanding into telecommunications and detention. A draft telecommunications standards manual will be presented to both Commissions soon for their review and consideration. Further, a Detention Advisory Group has been established comprised of Subject Matter Experts in this field, to draft detention standards for North Carolina accreditation.

NCLEA has its own [webpage](#) on the Attorney General's website. We encourage you to review the information on our webpage and contact us if you have any questions.

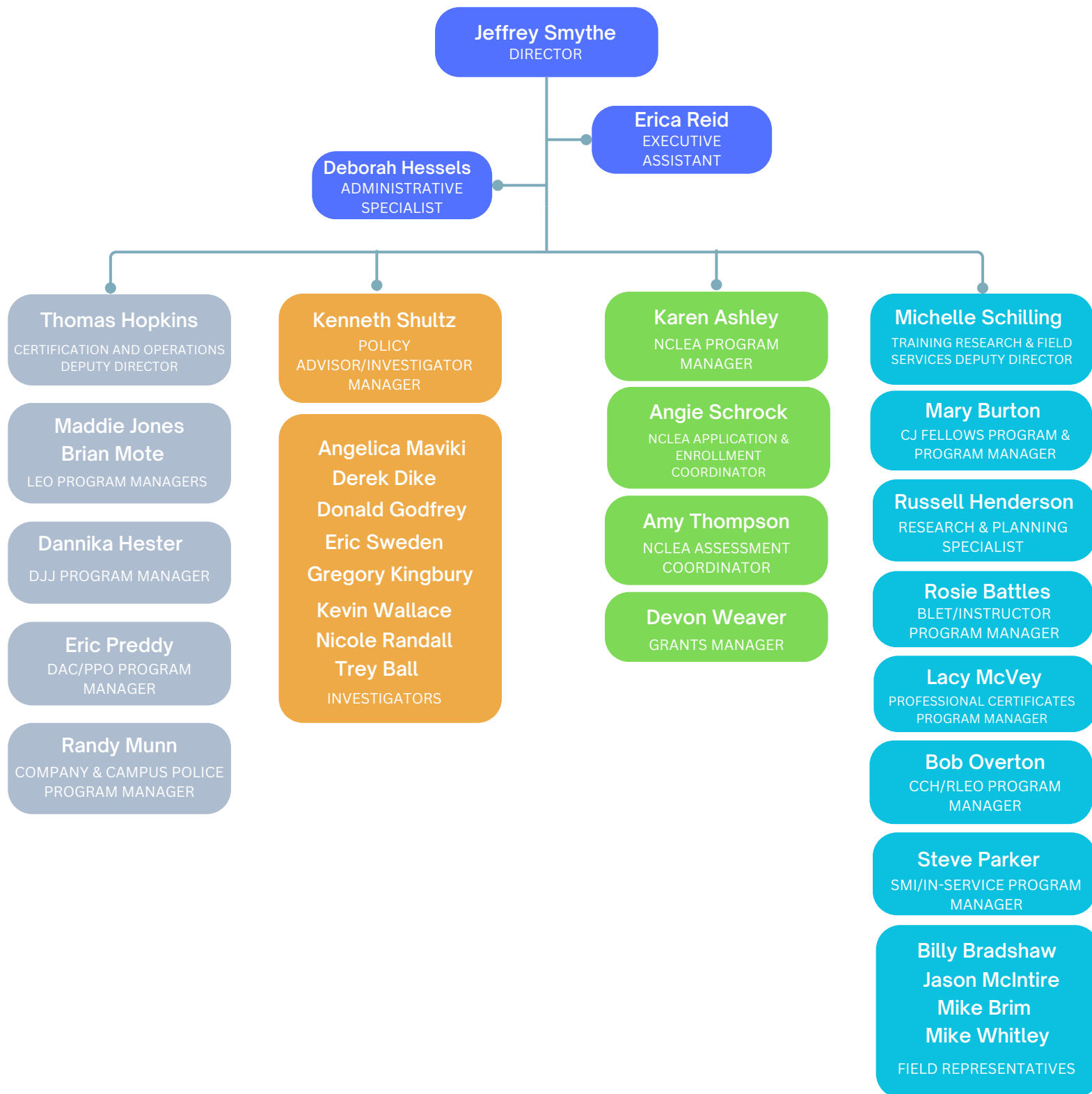
May 2025 Commission Schedule			
Committee	Date	Day	Time
Probable Cause Committee*	5/7 & 5/8	Wed & Thurs	9:00 AM
Planning & Standards Committee	5/7	Wednesday	10:00 AM
Education & Training Committee	5/7	Wednesday	2:00 PM
Final Agency Decisions	5/8	Thursday	9:00 AM
CJFP Committee	5/8	Thursday	2:00 PM
Executive Committee	5/8	Thursday	Conclusion of FADS
Full Commission	5/9	Friday	9:00 AM

NOTE: THE COMMISSION MEETING AND THE MEETINGS OF THE RESPECTIVE COMMITTEES WILL CONVENE AT THE STATED TIMES AND WILL REMAIN IN SESSION UNTIL THE ADJOURNMENT OF THE FULL COMMISSION MEETING ON MAY 9, 2025.

August 2025 Commission Schedule			
Committee	Date	Day	Time
Probable Cause Committee*	8/13 & 8/14	Wed & Thurs	9:00 AM
Planning & Standards Committee	8/13	Wednesday	10:00 AM
Education & Training Committee	8/13	Wednesday	2:00 PM
Final Agency Decisions	8/14	Thursday	9:00 AM
CJFP Committee	8/14	Thursday	2:00 PM
Executive Committee	8/14	Thursday	Conclusion of FADS
Full Commission	8/15	Friday	9:00 AM

NOTE: THE COMMISSION MEETING AND THE MEETINGS OF THE RESPECTIVE COMMITTEES WILL CONVENE AT THE STATED TIMES AND WILL REMAIN IN SESSION UNTIL THE ADJOURNMENT OF THE FULL COMMISSION MEETING ON AUGUST 15, 2025.

# CJ STANDARDS DIVISION



For contact information click [\*here\*](#).