

# Guarding the Badge



## Message from the Attorney General

Jeff Jackson, Attorney General



Hi folks,

2026 is bringing some leadership changes to the Criminal Justice Standards Division. As Secretary Jeff Smythe steps into his new role leading the Department of Public Safety, I want to express my gratitude for his years of service to the NCDOJ as head of the Criminal Justice Standards Division. He was an invaluable resource as I entered office last year, and he has been a remarkable leader.

We are currently hiring a new Division Director and expect to find someone who will bring the energy and leadership we need while maintaining efficient turnaround times on certifications. I'll keep you posted.

In November, I attended the CJ Standards Commission meeting. It is always rewarding to see the results of your months of hard work to further public safety in our state. I appreciated seeing the law enforcement officers who received advanced certifications and enjoyed thanking them for their continued dedication to protecting our communities.

I also attended this year's NC Association of Chiefs of Police Conference in Cherokee. I met with dozens of Chiefs from across the state to discuss how the NCDOJ can better work with them to support training, recruitment, and retention.

Finally, on April 14, we will hold the 41st Annual Peace Officers Memorial Ceremony alongside the NC Fraternal Order of Police at Lawndale Baptist Church in Greensboro. The ceremony begins at 10:00 am, and I hope you can join us to honor those who made the ultimate sacrifice to protect the people of our state.

Best,  
Jeff Jackson



Chiefs of Police Conference



Chiefs of Police Conference

## Message from the Director

Robin Pendergraft, Interim Director, Criminal Justice Standards Division



As noted by Attorney General Jackson, the Criminal Justice Standards Division is transitioning to new leadership following Jeff Smythe's departure effective January 1, 2026. I am truly honored to serve as Interim Director during this period.

Drawing on my experience as both Commission legal counsel and member, I am impressed by the staff's commitment to supporting our criminal justice stakeholders. Through strategic vision and dedication to excellence, we remain focused on advancing success for all criminal justice officers.

We encourage you to stay informed on Commission rules, forms, and required training as updates regularly occur. Valuable content is available through our NC Department of Justice website, certification workshops, and this newsletter.

Please enjoy this edition of our newsletter and let us know if you have any questions about the content.

Some highlights to check out in this issue are:

- Stakeholder Spotlight featuring Cape Fear Community College
- Peace Officers' Memorial Day Flyer
- Lessons Learned
- 2026 ISTC Course Dates

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## Employee Highlight

Erica Reid, Assistant to the CJ Division Director



Erica has spent 12 years with the CJ Standards Division and currently serves as Clerk to the Commission and Assistant to the Director. She previously worked as a Criminal Justice Specialist and held multiple administrative leadership roles within the Division, as well as a Records Specialist position with the Nash County Sheriff's Office.

She graduated Summa Cum Laude from Western Carolina University with a Bachelor's in Criminal Justice and holds an Associate Degree from Wilson Community College. A Nash County native, Erica lives in Wendell, NC with her husband and daughter.



## November Full Commission Meeting Summary

Erica Reid, Assistant to the CJ Division Director



Returning members of the Commission were administered the Oath of Office by Ms. Erica Reid before the Full Commission. They included: Shawn Owens, appointed by the General Assembly (Speaker of the House), and Jamie Bullard, appointed by the General Assembly (Senate Pro Tem.).

Resolutions of Appreciation were presented to former Commissioners Brian James and Stephanie Freeman. NC Law Enforcement Accreditation Committee Chair, Chief Bill Hollingsed, presented the Order of the Long Leaf Pine to Dr. Harvey McMurray.

A Resolution in Memoriam was presented for Officer Michael Horan of the Greensboro Police Department, who died in the line of duty on December 23, 2024.

Elections were held for Vice-Chair of the Standing Committees of the Commission. Nathan Mizell was re-elected as Chair of both the Education and Training Committee and the Criminal Justice Fellows Program Committee. Leslie Cooley Dismukes was re-elected as Chair of the Planning and Standards Committee, and Ron Parrish was elected as Chair of the Probable Cause Committee.

There were one hundred and fifty-seven (157) 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 the Advanced Criminal Justice Certificate to all two hundred and seven (207) candidates.

The Leland Police Department and the Youngsville Police Department were awarded their NCLEA Program accreditation.

The next Commission meeting is scheduled for February 17-20, 2026, at the Wake Technical Community College, Public Safety Education Campus in Raleigh, NC.

# New Administrative Code Rule Changes

The following rules were approved at the January 2026 Rules Review Commission meeting. Please contact [Holly Cardoza](#) if you have any questions.

## Rules Review Commission – Approved Rules Effective Dates of Rules: February 1, 2026

Rule Number	Rule Title	What's Changed
12 NCAC 09B .0104	Medical Examination	Updated References to Medical Forms
12 NCAC 09B .0212	Certification and Re-Certification Training for Radar Operators	Consolidated Radar Operator & Recert Courses into one rule (still separate courses); outlined course topics/hours
12 NCAC 09B .0215	Supplemental SMI Training	Outlined requirements, topics, and hours for Supplemental SMI Courses
12 NCAC 09B .0238	Certification and Re-Certification Training for Lidar Operators	Consolidated Lidar Operator & Recert Courses into one rule (still separate courses); outlined course topics/hours
12 NCAC 09B .0242	Certification and Re-Certification Training for Radar and Lidar Operators	Consolidated Radar/Lidar Operator & Recert Courses into one rule (still separate courses); outlined course topics/hours
12 NCAC 09B .0305	Terms and Conditions of Specialized Instructor Certification	Updated wording and form references; incorporated 12 NCAC 09B .0312 (Cert Renewal) content
12 NCAC 09B .0408	Comprehensive State Examination – SMI Operator Certification	Updated wording; SMI state exam retests must now be completed within 30 days of original exam
12 NCAC 09B .0409	Satisfaction of Training – SMI Operators	Outlined training requirements; Motor Skills retests must now be completed within 30 days of original test
12 NCAC 09B .0501	Certification of School Directors	Updated wording and form references
12 NCAC 09C .0308	Speed Measuring Instrument (SMI) Operators Certification Program	Updated wording and outlined certification requirements
12 NCAC 09C .0311	Recertification Following Separation	Updating requirements for JJO, JCC, and CCC applicants following a break in service
12 NCAC 09C .0601	Approved Speed-Measuring Instruments	Updated wording
12 NCAC 09C .0607	Speed-Measuring Instrument Annual Accuracy Tests and Daily Operational Procedures	Updated wording
12 NCAC 09D .0101	Law Enforcement Professional Certificate Program	Professional Certificate requirements updated
12 NCAC 09D .0201	Juvenile Justice Professional Certificate Program	Professional Certificate requirements updated

# New Administrative Code Rule Changes (Continued)

The following rules were approved at the January 2026 Rules Review Commission meeting. Please contact [Holly Cardoza](#) if you have any questions.

## Rules Review Commission – Approved Rules Effective Dates of Rules: February 1, 2026 (Continued)

Rule Number	Rule Title	What's Changed
12 NCAC 09G .0205	Medical Examination	Updated References to Medical Forms
12 NCAC 09G .0311	Terms and Conditions of Specialized Instructor Certification	Updated wording
12 NCAC 09G .0601	State Corrections Professional Certificate Program	Professional Certificate requirements updated
12 NCAC 09I .0101	Instructor and Professional Lecturer Certification Forms	Instructor & Professional Lecturer forms outlined
12 NCAC 09I .0102	Course Management Forms	Course management forms outlined
12 NCAC 09I .0103	Basic Law Enforcement Training (BLET) Course Forms	BLET course forms outlined
12 NCAC 09I .0104	Commission-Accredited Delivery Site Administration Forms	School Administration forms outlined
12 NCAC 09I .0105	Medical Forms	Medical forms outlined
12 NCAC 09I .0106	Speed Measuring Instrument (SMI) Forms	SMI forms outlined
12 NCAC 09I .0107	Professional Certificates Forms	Professional Certificate forms outlined



CJ Standards Holiday Luncheon 2025

## Attention All Officers:

Please double-check your email settings in ACADIS to ensure that your **favorited email address** is the one you want our office to use for correspondence. Be advised that changing your favorited email will also update your login to ACADIS. This may be either your personal email or your agency email. If you change agencies, please remember to update your email address in ACADIS accordingly. If you need assistance with updating your favorited email address, please refer to the **"Profile Update Guide"** below.

## NC Criminal Justice Training & Standards Personal Information Update

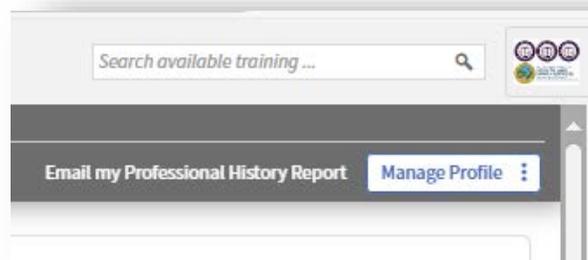
To update your Email Address, Phone Number, Mailing Address, or Emergency Contact(s):

Log in to the NC Justice Training & Education Portal:

<https://ncja-portal.acadisonline.com/>



In the upper right corner, click on Manage Profile:



Select Manage Addresses, Manage Phone Numbers, etc:



**\*\* Please Note – Changing your Primary Email Address will automatically update your Portal Username to the new Email Address.**

# NC Justice Academy Training and Operations Update

Trevor Allen, Director, North Carolina Justice Academy



## Training Update:

The NCJA Training Section has been actively advancing several key programs through comprehensive revisions and pilot deliveries. Two major initiatives—the Specialized Driver Instructor Training (SDIT) program and the Specialized Firearms Instructor Training (SFIT) program—have completed significant updates and are now in pilot status.

The SDIT program has been fully rewritten and enhanced to include expanded driving courses that support training with full-size SUVs and pickup trucks. The first pilot delivery of the updated curriculum was successfully conducted at the Charlotte-Mecklenburg Police Department in December 2025. Beginning in 2026, SDIT courses will be offered at both the NCJA Salemburg campus and A-B Tech in Asheville.

The SFIT program has also undergone a complete redesign, emphasizing the development of firearms instructors who are well-prepared to teach in both Basic Law Enforcement Training and Annual Firearms Qualification settings. The first pilot delivery of the revised curriculum took place at the NCJA Salemburg campus on February 16, 2026.

Additional curriculum updates are underway, including revisions to the Instructor Training program and the Radar and Lidar Instructor courses.

The 2026 Mandated In-Service Training curriculum is now available to agencies statewide, with online offerings to be released throughout the year via [Acadis](#).

## Operations Update:

The Justice Academy embarked on a complete overhaul of the [NCJA Bookstore website](#) and point-of-sale equipment. Some of the updates include a new website template, higher-resolution photos of available products, and simplified search categories to make it easier to find products. Visitors to the physical bookstore will experience faster transactions and greater efficiency when purchasing, thanks to the latest point-of-sale technology we have installed. While we continue to transition and update systems within the bookstore, we are confident that prospective students, stakeholders, and customers alike will find the shopping experience better.





## Where Public Safety Begins: The Quiet Strength of North Carolina’s Rural Community Colleges

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

North Carolina’s rural and small-town community colleges play a crucial, often understated role in preparing the state’s criminal justice workforce. These colleges are more than training centers; community is quite literally their middle name, and everything they do is rooted in the people and places they serve. They function as community anchors where future officers, detention professionals, telecommunicators, and investigators learn from neighbors who understand the realities of serving close to home. From foundational certifications to advanced and specialized training, instruction is practical, personal, and intentionally aligned with the day-to-day needs of local agencies and the communities that rely on them.

Faculty and adjunct instructors frequently come directly from area criminal justice agencies, bringing lived experience into the classroom. Their lessons reflect real patrol work, detention operations, communications centers, investigations, and other responsibilities unique to rural environments. Small class sizes enable individualized coaching, extra scenario practice, and early support when students face challenges. These relationships build confidence and competence, strengthening performance in both academic content and skills-based evaluations.

Strong partnerships with sheriffs’ offices, police departments, detention centers, emergency communications centers, and other public safety agencies ensure training remains current and relevant to meeting the immediate needs of the community being served. Collaboration is essential in rural areas where resources are limited. Colleges share instructors, facilities, firearms ranges, driving tracks, simulation tools, and specialized equipment, helping ensure that even the smallest communities have access to high-quality training. Many graduates stay in their home counties, filling critical vacancies and serving the communities that shaped their training.

Challenges remain, particularly for programs that rely heavily on adjunct instructors balancing full-time agency duties with teaching. Modern training increasingly relies on scenario-based learning, detention and communications simulations, and defensive tactics—requiring updated equipment and dedicated training spaces that can be difficult for small colleges to sustain. Rural students may also face transportation barriers, family and work obligations, or limited broadband access that affect completion. Attracting and supporting diverse applicant pools continues to be an important priority. As training standards evolve, consistent statewide metrics and fair reporting help ensure colleges of all sizes are evaluated equitably.

North Carolina’s rural community colleges are central to building and sustaining a skilled criminal justice workforce within their local communities. They train people who know the roads, neighborhoods, and faces they will serve. With continued investment in instructors, facilities, technology, and student supports, the state can strengthen these local partnerships and ensure every community benefits from public safety professionals prepared with competence, commitment, and care.

*North Carolina Attorney General's Office*



*42nd Annual*  
***PEACE OFFICERS'  
MEMORIAL CEREMONY***

**Tuesday, April 14th, 2026, 10 AM**

**Lawndale Baptist Church**

**3505 Lawndale Drive Greensboro, NC 27408**



# Stakeholder Spotlight

## Cape Fear Community College: Proud of our Students and our Staff!

By Tim Fuss, Senior Director, Law Enforcement Programs & Criminal Justice Cape Fear Community College

In December 2025, Cape Fear Community College graduated 15 employed/sponsored cadets from the 135<sup>th</sup> Basic Law Enforcement Training Class, and BLET Class 136 is scheduled to test in early February 2026. The January 2026 Class 137 kicked off with 21 registered, and Class 138, slated for early March 2026, will help our stakeholders fill critical vacancies. Cape Fear Community College is fortunate to have excellent support from our sponsoring agencies in helping students make their dreams of becoming law enforcement officers in North Carolina a reality. In addition to our stakeholders and partners, we are blessed to have a cadre of instructors who give their all in teaching their respective areas of expertise, preparing students to be successful once they leave.

To ensure student success, we encourage our students to form study groups, instilling the 'team' concept as if they are on a patrol shift. We provide the objectives at the beginning of the course for them to make notes for ease of studying, as well as to review the missed objectives from each test in the Acadis system. In addition, we use the NCJA webinar series for each BLET topic for new instructors to hear best-practice tips for teaching their respective blocks of instruction. Our instructors bring creative ideas to class, such as a field trip to the civil division of the courthouse to reinforce concepts from the civil process block or playing [Kahoot](#) games to test students' knowledge through healthy competition.

Each graduating class is recognized for its efforts with our "foundational block awards" in academics (highest class average), physical fitness, marksmanship, and leadership. Also, starting with the December 2025 graduating class, each student was given the Law Enforcement Officer Quick Reference Statute Guide, aka the "Blue Book," to help them start their careers on the best possible foundation. In addition to these recognitions, we also acknowledge several other awards with assistance from our Foundation and community patrons. Those awards are:

1. The Captain Ralph Roper Award for Student Excellence, which is chosen by the class through a secret ballot. Named after Captain Roper, (Wilmington Police Department – He died many years ago) this award recognizes individuals who exemplify helpfulness, selflessness, initiative, friendliness, dependability, enthusiasm, integrity, and strong bearing.
2. The Deputy Robert Evans Scholarship (Kershaw County Sheriff's Office (SC) His family lives in Wilmington and created this in his memory) is chosen by the instructors and presented to a deserving student in each class displaying the 'spirit of service' to the law enforcement profession.

# Stakeholder Spotlight

Cape Fear Community College: Proud of our Students and our Staff! (Continued)

By Tim Fuss, Senior Director, Law Enforcement Programs & Criminal Justice Cape Fear Community College

3. The Sergeant Daryl Nester Award, named after Sgt Nester (retired from Wilmington Police Department), is given to an outstanding instructor chosen by the students of each class. Daryl Nester was a qualified assistant for our BLET program before his passing and was very instrumental in the success of our students. His memory lives on through this award.

Behind every good school director is a GREAT administrator. Cape Fear has been fortunate to have that person, Ms. Becky Miller. She has been with the college for 15 years and has worked tirelessly to ensure that all commission paperwork is checked and double-checked for accuracy, in preparation for audits. The December 2025 graduates marked Becky's last graduating class, as she has chosen to retire. All will truly miss her, but in her words, "It will be fine." We were lucky to find a replacement, Captain Tera Greger (New Hanover County Sheriff's Office), who has accepted the challenge to assist the team in pursuing excellence in training.



Ms. Becky Miller

## BLET 135 Graduating Class



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## Lessons Learned:

### Commonly Encountered Rule Violations of Criminal Justice Officers

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



#### **Commission's Role**

The Criminal Justice Education and Training Standards Commission (Commission) is tasked with many functions, including creating and enforcing rules addressing the certification of criminal justice officers.

A consolidated listing of all criminal justice administrative rules can be found here, although some recently approved changes may not show up immediately, as this site is maintained by the N.C. Office Of Administrative Hearings:

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

The Probable Cause Committee of the Commission considers rule violation allegations brought against officers. Sustained findings of rule violations may then result in proposed actions against certifications to include written reprimands, suspensions, revocations or denials. The duration of these actions is dictated by rule and range from a 3 or 5-year suspension period (depending on the officer's certification type) to an indefinite or permanent revocation or denial.

The remainder of this article discusses the two new rules that are now in effect for all officers except for those with the Department of Adult Correction. DAC's version of these rules is still going through the approval process described above and is expected to go into effect soon. (Until then, violations explained below will continue to be addressed as a Lack of Good Moral Character.) Apart from the effective date, all other aspects described below apply to all criminal justice officer disciplines.

#### **Lack of Good Moral Character and New Rules**

Commission Rules lay out many minimum standards that are expected of all who are applying for or are issued criminal justice officer certifications. One common requirement is for officers to have and maintain good moral character. This is critical for ensuring both officer credibility and for maintaining community trust and confidence in law enforcement.

When incidents identifying character failures are reported to the Criminal Justice Standards Division (CJSD), officers are investigated for potentially Lacking Good Moral Character (LGMC), and a sustained finding of probable cause will result in suspension of their certification for an indefinite period. To regain their certification, officers must subsequently prove to the Commission that they have recovered their moral character. This process is complicated, challenging and time consuming.

Historically, while LGMC cases have been used to investigate a wide array of inappropriate behaviors, the most common allegations investigated were for those of inappropriate sexual conduct and untruthfulness. The new rules have been adopted to address that conduct.

The new rules for sexual misconduct and untruthfulness went into effect on January 1<sup>st</sup>, 2026, and any violations occurring after that date will now be investigated using the new rules. (Remember, the related DAC version of these rules is currently being processed and is expected to go into effect soon.)

#### **Rule update #1: Sexual Misconduct**

Section (17) of the following rule has been updated as is shown below. This now clearly identifies the Commission's expectations for officers and, as noted, went into effect on January 1<sup>st</sup> of this year. Sanction periods are also clearly identified. When appropriate for the circumstances, violations of this specific rule may still be coupled with other rule violation allegations to include that of LGMC.

## Lessons Learned:

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

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



#### [12 NCAC 09A .0204](#)

#### **SUSPENSION: REVOCATION: OR DENIAL OF CERTIFICATION**

...(b) The Commission may suspend, revoke, or deny the certification of a criminal justice officer when the Commission finds that the applicant for certification or the certified officer:

- (17) has engaged in sexual activity, whether in uniform of the employing agency or out of uniform,
  - (A) while on duty;
  - (B) while on or off duty in a motor vehicle owned or under the control of a law enforcement agency;
  - (C) while on or off duty on the premises operated by the employing criminal justice agency;
  - (D) while in uniform of the employing agency in a public place;
  - (E) with an employee with whom the person had at the time supervisory responsibilities; or
  - (F) with a student who at the time is enrolled in a Commission-approved course in which the officer is an instructor, qualified assistant, or school director.

For purposes of this subsection, sexual activity includes any act defined as a sexual act or sexual contact per G.S. 14-27.20 and includes vaginal intercourse; or...

#### **Rule update #2: Untruthfulness**

Section (18) of the following rule has also been updated as is shown below. This now clearly identifies the Commission's expectations regarding honesty, and it also went into effect on January 1<sup>st</sup> of this year. When appropriate for the circumstances, violations of this specific rule may also still be coupled with other rule violation allegations to include that of LGMC.

While not required, a reminder of this new rule is now being included by CJSD investigators during initial notifications of case openings for Commission investigations. This is being done because not only does the rule apply to departmental administrative and criminal investigations, but the rule also addresses untruthfulness during administrative investigations into violations of Commission rules.

(Note: identified integrity issues may also result in potential Giglio Impairment considerations by the District Attorney in the jurisdiction in which the officer is sworn. These actions occur separate and apart from Commission responsibilities.)

#### [12 NCAC 09A .0204](#)

#### **SUSPENSION: REVOCATION: OR DENIAL OF CERTIFICATION**

...(b) The Commission may suspend, revoke, or deny the certification of a criminal justice officer when the Commission finds that the applicant for certification or the certified officer:

- (18) has been found to be untruthful during a criminal or internal formal investigation conducted by a law enforcement agency or during an investigation for a rules violation conducted by the North Carolina Criminal Justice Standards Division, North Carolina Sheriffs' Standards Division, or the North Carolina Company and Campus Police Administrator. ...

Good moral character, honesty and proper conduct are not only minimum standards, but are all critical for maintaining agency support of the officer and for ensuring the public's trust, both of which are necessary for criminal justice success.



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# CJ Standards Training Team News



CJ STANDARDS DIVISION TRAINING, RESEARCH, & FIELD SERVICES TEAM

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## 2026 ISTC Course Dates

The Coordinating In-Service Training (Initial) and In-Service Training Coordinator Refresher courses have proven to be an invaluable resource for agency In-Service Training Coordinators (ISTCs). Since January 2025, the Division has been conducting in-person training sessions across the state, serving both individuals seeking ISTC certification and those who have been in the ISTC role for some time.

In 2026, our goal is to schedule 12 Initial classes and 24 Refresher classes.

Some attendee feedback:

- *"A much-needed class! Refreshers should be mandatory!"*
- *"Additional ACADIS features and clarification on F# forms. Updates and Potential changes coming up were very useful"*
- *"The amount of details and examples was great"*
- *"Digital version of the course being emailed prior to class"*
- *"Very helpful and informative"*

### Scheduled ISTC Course Calendar:

- Coordinating In-Service Training - Samarcand Training Academy 05/07/2026
- Coordinating In-Service Training - Wayne Community College 07/09/2026

### Refresher ISTC Course Calendar:

- In-Service Training Coordinator Refresher - Forsyth Tech 02/17/2026
- In-Service Training Coordinator Refresher - Raleigh PD 02/26/2026
- In-Service Training Coordinator Refresher - Charlotte-Mecklenburg PD 04/21/2026
- In-Service Training Coordinator Refresher - Alamance Community College 04/30/2026
- In-Service Training Coordinator Refresher - McDowell Tech 05/19/2026
- In-Service Training Coordinator Refresher - Pitt Community College 05/28/2026
- In-Service Training Coordinator Refresher - Alamance Community College 06/18/2026
- In-Service Training Coordinator Refresher - Robeson Community College 06/30/2026



Our goal is to ensure that agency In-Service Training Coordinators (ISTCs) are fully informed and continuously updated on in-service training requirements, relevant changes to the Administrative Code that impact their roles, and how to effectively navigate the extensive offerings within the Acadis training portal.

We look forward to sharing this valuable information with your ISTCs and ISTC candidates.

Please note that registration for all ISTC courses is available through the [Acadis training Portal](#).

# Upcoming CJ Standards Certification Workshops

CJ LEO Certification Team

We are pleased to announce that our 2026 Certification Workshop schedule has been finalized, and attendance is highly encouraged. The dates and locations for each workshop are listed below.

## Who Should Attend:

Police Agency Heads, Agency Authorized Representatives, and any sworn or non-sworn personnel responsible for the processing and handling of the certification paperwork. Please be sure to come prepared with questions you may have.

**Please be advised that neither "private" campus police nor company police processes will be covered.**

## Time:

9:00 AM to 2:00 PM

## Topics Covered:

The certification and paperwork process, separations, lateral transfers, timelines, and more.

## Registration:

Please register by going to your [Acadis Training Portal](#) and searching for the CJ LEO Certification Workshop.

## Date:

April 23, 2026

## Location:

Caldwell Community College (Watauga Campus)  
460 Community College Drive  
Boone, NC 28607

May 14, 2026

Cape Fear Community College  
4500 Blue Clay Rd  
Castle Hayne, NC 28429

July 30, 2026

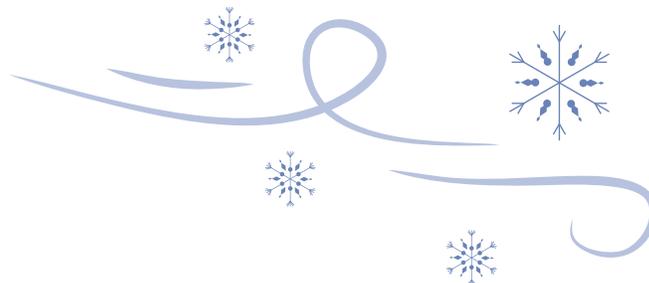
Wake Technical Community College  
321 Chapanoke Rd.  
Raleigh, NC 27603

September 30, 2026

Pitt Community College  
169 Bulldog Run  
Winterville, NC 28590

November 19, 2026

Rowan/Cabarrus Community College (North Campus)  
1333 Jake Alexander Blvd S.  
Salisbury, NC



## DAC Certification Team

Charles Williams, Program Manager, Criminal Justice Standards Division



### DAC Year in review - 2025

**Probation Certifications Issued** - 1230

**General Certifications Issued** - 959

**Referred to Investigations** - 76

The DAC Program began the year with approximately 1,250 applications pending review, with additional applications submitted weekly. Program staff eliminated the backlog and coordinated with DAC management to receive applications in advance of applicant start dates. As a result, certification staff are now able to begin reviews immediately upon receipt of all required documentation.

Work continues on the DAC reconciliation project. As of year-end, approximately 1,600 files with identified inconsistencies have been reconciled; the majority are retirement-related separations. Hopefully, the project is expected to conclude by the end of the second quarter of 2026.

The DAC Program also continues its transition to a fully paperless environment through the upload of paper files into ACADIS. All active Probation and Parole files have been completed, and staff are currently working on active Adult Corrections files. Centralizing these records in ACADIS will further improve program efficiency.

## DAC Certification Team Employee Update

Charles Williams, Program Manager, Criminal Justice Standards Division



Charles Williams has been selected as the new Program Manager for the Division of Adult Corrections. He joined the Criminal Justice Standards Division in May of 2024 after retiring from the Rocky Mount Police Department with over twenty-seven years of service. He began his tenure as an Assistant Program Manager in the Juvenile Justice Certification section.

Charles earned his Bachelor's degree in Justice Studies from North Carolina Wesleyan College in 2007. He resides in Nashville, NC with his wife and son. Charles also has a daughter and two grandsons.



## DJJ Certification Team

Dannika Hester, Criminal Justice Specialist and Program Manager, Criminal Justice Standards Division



### Year-End Snapshot

As we close out this year, we want to highlight the continued momentum and collaborative efforts supporting Juvenile Justice certifications across the state.

**Applications Received** - 319

**Probationary Certifications Issued for JJO and JCC** - 257

**General Certifications Issued for JJO and JCC** - 337

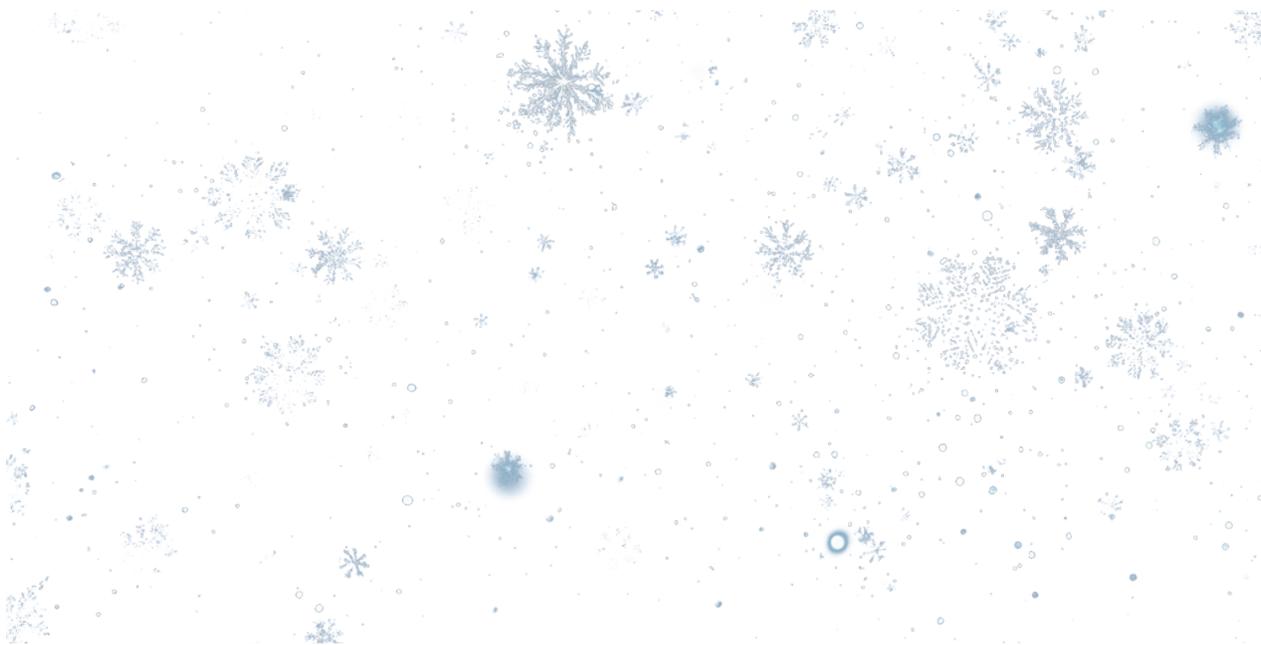
**Applications Withdrawn by Juvenile Justice** - 35

**Applications Referred to Investigations** - 35

### Looking Ahead

**Certification Reconciliation Project:** Review active certifications to identify individuals who are no longer employed with the Division of Juvenile Justice, ensuring records remain accurate and up to date.

**Program Enhancements:** Continue improving certification processes and strengthening collaboration with partner agencies to support efficiency, consistency, and high professional standards.



## NC Law Enforcement Accreditation (NCLEA) Program News

Karen Ashley, Program Manager, Criminal Justice Standards Division



Two (2) law enforcement agencies received their first North Carolina Law Enforcement Accreditation (NCLEA) award at the November CJ Commission meeting. Congratulations to the Leland and Youngsville Police Departments on successful completion of the law enforcement program. Congratulations also to the Cleveland County Sheriff's Office who received their first NCLEA award at the December Sheriff's Commission meeting. These agencies, their leadership, and their accreditation managers are to be commended for their commitment to professionalism in their pursuit of accredited status.

Both Commissions have approved the North Carolina Public Safety Communications Accreditation Program (NCPSCAP) standards manual. This voluntary program consists of 56 standards developed by an Advisory Group comprised of subject matter experts in the communications field. The draft standards manual is available on the NCLEA webpage for download and applications for enrollment will open on March 1<sup>st</sup>.

The Detention Advisory Group (DAG) continues to work on developing a detention standards manual for North Carolina. This group of subject matter experts from across the state have been meeting monthly and progress is being made. Like the law enforcement and communications programs, this program is voluntary, and standards are provided at no cost to agencies who desire to pursue accredited status. Special thanks to all of the subject matter experts who assist with developing standards for state accreditation programs!

If you would like additional information on any of these [state accreditation programs](#) or the Mentor program, please reach out to the Program Manager, [Karen Ashley](#).



Leland Police Department



Youngsville Police Department



Cleveland County Sheriff's Office

## February 2026 Commission Schedule

Committee	Date	Day	Time
Probable Cause Committee*	2/17, 2/18, & 2/19	Tue, Wed, & Thurs	1:00 PM Tue 9:00 AM Wed & Thurs
Planning & Standards Committee	2/18	Wednesday	10:00 AM
Education & Training Committee	2/18	Wednesday	2:00 PM
Final Agency Decisions	2/19	Thurs	9:00 AM
CJFP Committee	2/18	Wednesday	1:00 PM
Executive Committee	2/19	Thursday	Conclusion of FADS
Full Commission	2/20	Friday	9:00 AM

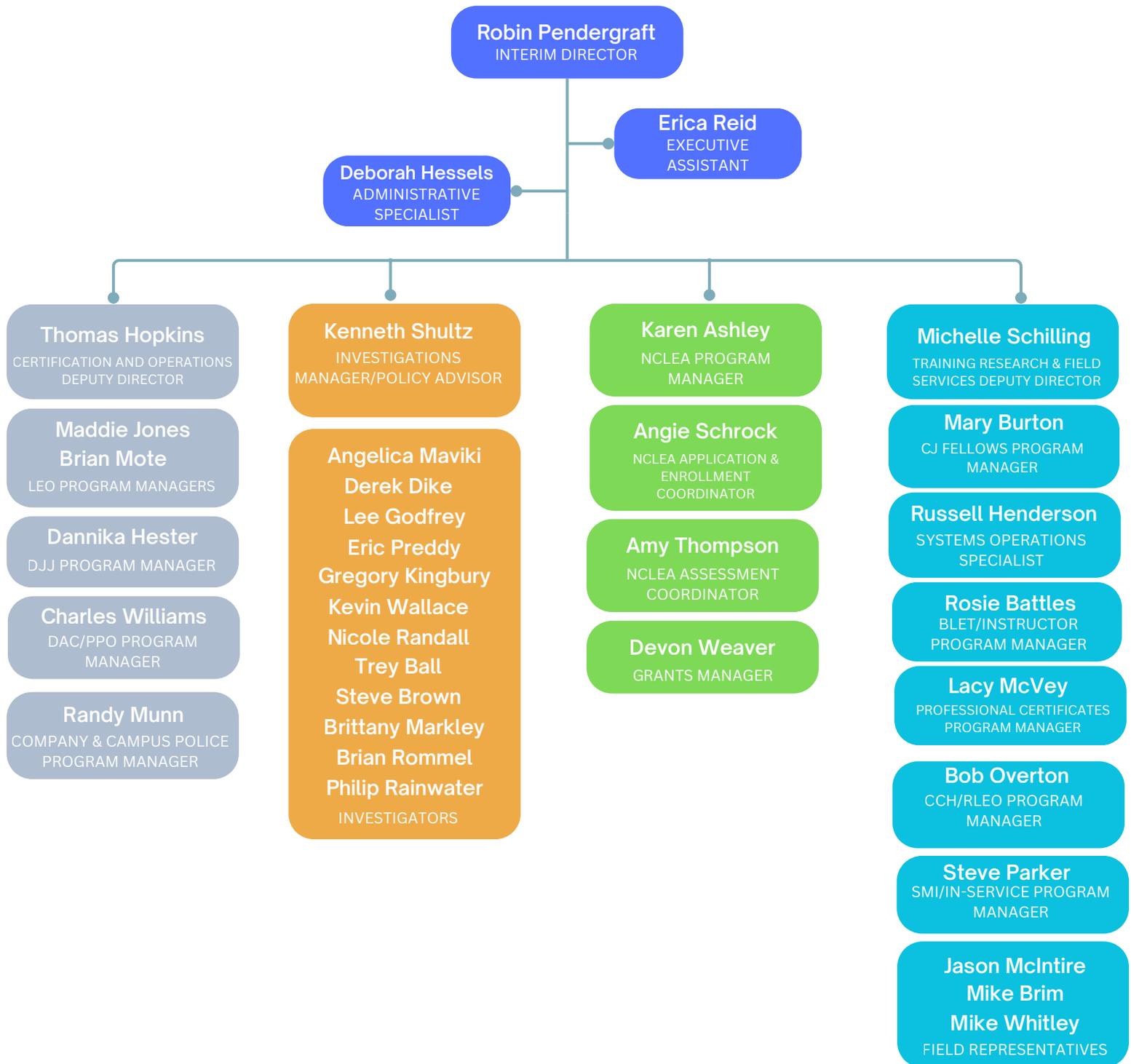
NOTE: THE COMMISSION MEETING AND THE MEETINGS OF THE RESPECTIVE COMMITTEES WILL CONVENE AT THE STATED TIMES AND WILL REMAIN IN SESSION UNTIL THE ADJOURNMENT OF THE FULL COMMISSION MEETING ON FEBRUARY 20, 2026.  
\* PROBABLE CAUSE COMMITTEE MEETINGS ARE HELD IN CLOSED SESSION.

## May 2026 Commission Schedule

Committee	Date	Day	Time
Probable Cause Committee*	5/6 & 5/7	Wed & Thurs	9:00 AM Wed & Thurs
Planning & Standards Committee	5/6	Wednesday	10:00 AM
CJFP Committee	5/6	Wednesday	1:00 PM
Education & Training Committee	5/6	Wednesday	2:00 PM
Final Agency Decisions	5/7	Thursday	9:00 AM
Executive Committee	5/7	Thursday	Conclusion of FADS
Full Commission	5/8	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 8, 2026.  
\*PROBABLE CAUSE COMMITTEE MEETINGS ARE HELD IN CLOSED SESSION.

# CJ STANDARDS DIVISION



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

[CJ Training & Standards](#)

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Please contact our Editors with questions or comments:  
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