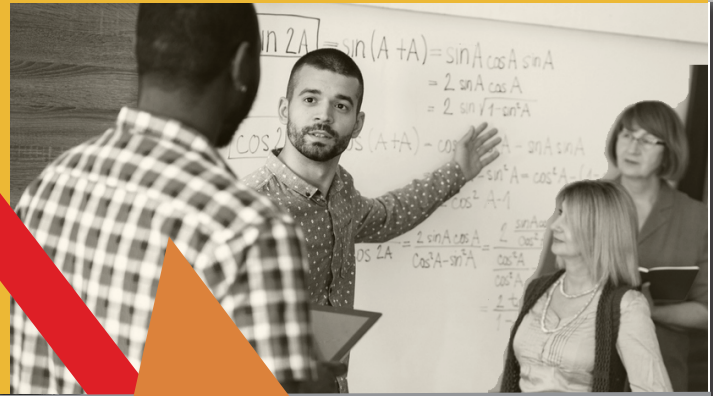




ANNUAL REPORT



FY 2019-2020



**NORTH CAROLINA
JUSTICE ACADEMY**

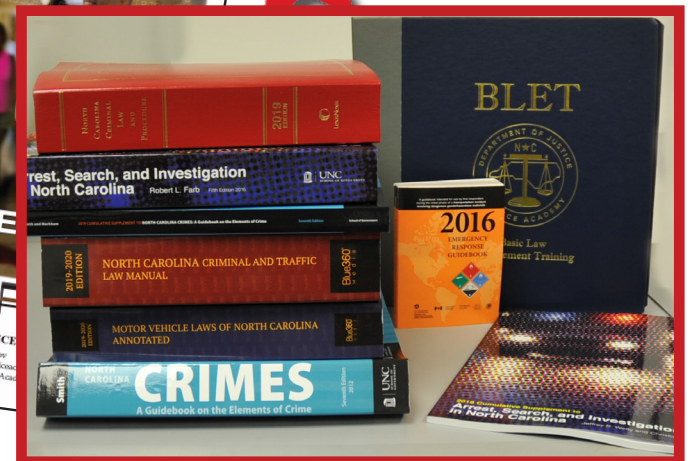
TABLE OF CONTENTS

1

Advanced SRO Survival

Advanced SRO:

From Searches



| | |
|-----------------------------------|---|
| Executive Report..... | 2 |
| Organizational Values | 3 |
| Strategic Plan Update..... | 4 |
| Training Highlights | 5 |
| Support Services Highlights | 6 |

| | |
|--|----|
| Retirements, Promotions, and New Hires..... | 7 |
| Organizational Chart | 8 |
| FY 19/20 By the Numbers | 9 |
| Looking Ahead..... | 14 |

EXECUTIVE REPORT

Evolution

It has been said that the only constant in this world is change. From music to clothing, and food to furniture, the 'in' things run their course. Organizations identify new business practices, which make them more efficient, and football teams adopt new offensive schemes. All of these things are done in an effort to be successful; to overcome new challenges. Realizing the negative reactions many have to the word 'change', I will insert here a synonym that is better tolerated – 'evolve'. What should not change is the core commitment of the organization to its stakeholders. In the Justice Academy's case, the commitment to our stakeholder agencies remains unwavering.

Like so many others, we face many challenges, the biggest of which being the COVID-19 Pandemic, and its effect on our operations. In March 2020 we suspended in-person training courses, the first time this has ever happened since we opened our door in 1973. However, we did not suspend our commitment to our stakeholders. Rather, we evolved. Our online training platform via Acadis® continued to serve over 35,000 certified officers in completing annual mandated in-service training requirements. Our training staff remained busy, revising and updating curriculum that supports the service you provide to your communities. Academy Instructors also explored new ways to deliver training virtually, debuting courses in the areas of Recruitment/Retention, Background Investigation, and Crime Scene.

The most critical project the Academy is working on is the complete revision of the Basic Law Enforcement Training (BLET) program. This program for years has been highly regarded nationwide, serving as an example for other states developing similar curriculum. Yet, we must evolve, never resting on our laurels. Partnering with the Criminal Justice Standards Division a job task analysis was completed in December 2019, paving the way for the Academy to create another industry-leading recruit training program. We are currently on target to pilot this new curriculum in January of 2022.

The Academy accomplished many things during this past fiscal year.



We expanded our partnerships with other agencies, bringing the Criminal Justice and Sheriffs' Standards Divisions online with our Acadis database. This will make more seamless the information sharing and records management of training courses and certifications. We partnered with the State Bureau of Investigation in delivering the Prescription Drug Diversion Investigator courses, and with the Community College system in providing a train-the-trainer option for our Basic School Resource Officer training course. On the Support side, our three-story residence hall on our Salemburg campus is undergoing a complete renovation. Upon completion in the Fall of 2020 this residence hall will serve to enhance the on-campus experience of all students staying with us.

From curriculum development, to virtual training, to improved facilities the Justice Academy is committed to evolving in order to provide you the best possible service. We look forward to all the ways we can continue doing so.

A handwritten signature in black ink, appearing to read 'Trevor Allen'.

Trevor Allen, Director of the NCJA

MISSION STATEMENT

Our Mission:

“To serve the citizens of North Carolina by enhancing the careers of criminal justice officers through research, education, and training.”

About the North Carolina Justice Academy (NCJA)

The North Carolina Justice Academy is a division of the North Carolina Department of Justice and acts under enabling legislation to provide Basic and Advanced Law Enforcement Training to North Carolina’s 100 counties. Training is offered at our campuses in Salemburg and Edneyville as well as self-paced independent and blended web courses.



Trevor Allen, Director of the NCJA

STRATEGIC PLAN UPDATE

Our strategic plan rests on five pillars.

1. Establish and deliver a menu of cutting-edge training most critical to stakeholder needs.

- a. Recruiting and Retention for a New Generation
- b. Employee Development and Performance Management
- c. Forensic Analysis for Patrol Officers
- d. Drug Parcel and Hotel/Motel Interdiction Investigations
- e. Preventing and Countering Violent Extremism
- f. Managing the Media in Law Enforcement
- g. Leadership Institute

2. Increase NCJA commitment to research and development of training materials.

- a. Podcast
- b. Updated Website

3. Diversify NCJA training delivery platform.

- a. New classroom technology
- b. Increased online classes

4. Establish a priority list of Academy service enhancements which improve the overall student experience.

- a. Residence Hall C Renovation
- b. Finalizing design plans for Residence Hall B
- c. Additional Ballistic Protection on Range One



5. Organize and conduct annually a minimum of four events in support of the Concerns of Police Survivors (C.O.P.S.).

- a. Soup and Sandwich Event
- b. Fall Carnival
- c. Charity Motorcycle Ride
- d. Online Giving



TRAINING HIGHLIGHTS

The Campus Training Staff includes Administrative Specialists, Training Instructors/Developers, and Attorneys. This team holds responsibilities of research, development, and training delivery. In parallel with their duties, NCJA staff presented at regional and international conferences throughout the fiscal year while developing courses to address immediate issues and needs facing criminal justice professionals.

Some of these relevant and innovative trainings include Recruiting and Retention for a New Generation, Employee Development and Performance Management, Forensic Analysis for Patrol Officers, Drug Parcel and Hotel/Motel Interdiction Investigations, Preventing and Countering Violent Extremism, Managing the Media in Law Enforcement, and our new NCJA Leadership Institute.

We are also thankful for our partnerships and advisory groups that help us administer updates to BLET, Instructor Training, Telecommunicator, Detention Officer, Firearms, Driving, SCAT, PT, and Speed Measuring Instrument Training programs. The ongoing development of our new BLET program pursuant to the recent BLET Task Analysis is progressing well, is very exciting, and once complete promises to be the best BLET program in the nation, providing excellent basic training to new law enforcement officers across the state.



SUPPORT SERVICES HIGHLIGHTS

The Support Service division had a fantastic 19/20 fiscal year and is proud to present the following highlights:

Support Highlights

- Criminal Justice and Sheriff Standards Acadis Partnership
- Annual Outside Agency Meeting
- State Employees Combined Campaign
- Hurricane Michael Recovery Efforts

Operations

- Renovation of Residence Hall C underway
- Completing design for Residence Hall B
- Increased Ballistic Protection to Range One

ISS

- Launched Podcast Initiative with first five episodes focused on the opioid epidemic
- Developed streamlined Acadis registration processes
- Purchased cutting edge classroom technology with grant funding
- Redesign of NCJA website

Business Office

- Preparing Launch of Online Bookstore
- Offering training materials in different digital formats
- Transitioned to Temporary Solutions for Adjunct Instructors beginning July 1st 2019.

Grants

- Classroom Technology – Governor’s Crime Commission
- Hate Crimes Instructor – Governor’s Crime Commission
- “Spreading the Belief in Vision Zero” – Governor’s Highway Safety Program
- Telecommunicator Simulator at Edneyville Campus – N.C. Emergency Management

COVID-19 Response

In response to the COVID 19 Pandemic, the NCJA suspended in-person training on March 16th. The Academy’s Training Staff increased their commitment to online training while the support services division continued to provide critical services to the field.

- Bookstore and Print Shop remained open for duplication and distribution of training materials (shipping only)
- Online training registration and Acadis Support
- Optimized down-time for completion of repairs
- Developed increased cleaning and disinfecting protocols.
- Developed re-opening plan for implementation July 2020



Ed Scott and Candace Cannady are pictured working hard to get Academy materials out to customers.

RETIREMENTS, PROMOTIONS, AND NEW HIRES

7

RETIRED

Bill DuBois - *Coordinator I*
Kris Merithew - *Coordinator I*
Thomas Hairr - *Maintenance Mechanic*
Doug Robinson - *Coordinator I*
Al Faison - *Floor Maintenance Assistant*
David Harrell - *Maintenance Construction Tech*

PROMOTED

Tawnya Smith - *ISS Manager*
Heather Melton - *Book Store Manager*
Nick Dailey - *Maintenance Construction Tech IV*

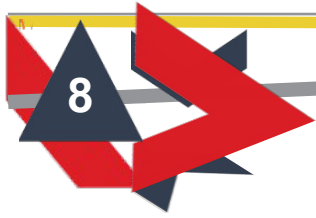
NEW HIRES

Jesse Kittrell - *Coordinator I*
Nakita Jackson - *Residence Hall Manager*
Yates Cobb - *Coordinator I*
Shawn McCormick - *Maintenance Mechanic IV*
Stevie Lance - *Grounds Worker*
Bettina McDonald - *Security Supervisor*
Leslie Honeycutt - *Housekeeper*
Danielle Zecher - *Admin Specialist QA*
Mark Ocepek - *Coordinator I*
William Barker - *General Utility Worker*
Charlotte Baggett - *Housekeeper*
Alex Gazaway - *Coordinator I*
Arron Stevens - *Coordinator I*
Shirley Lee - *Housekeeper*
Aaron Ligo - *Coordinator I*

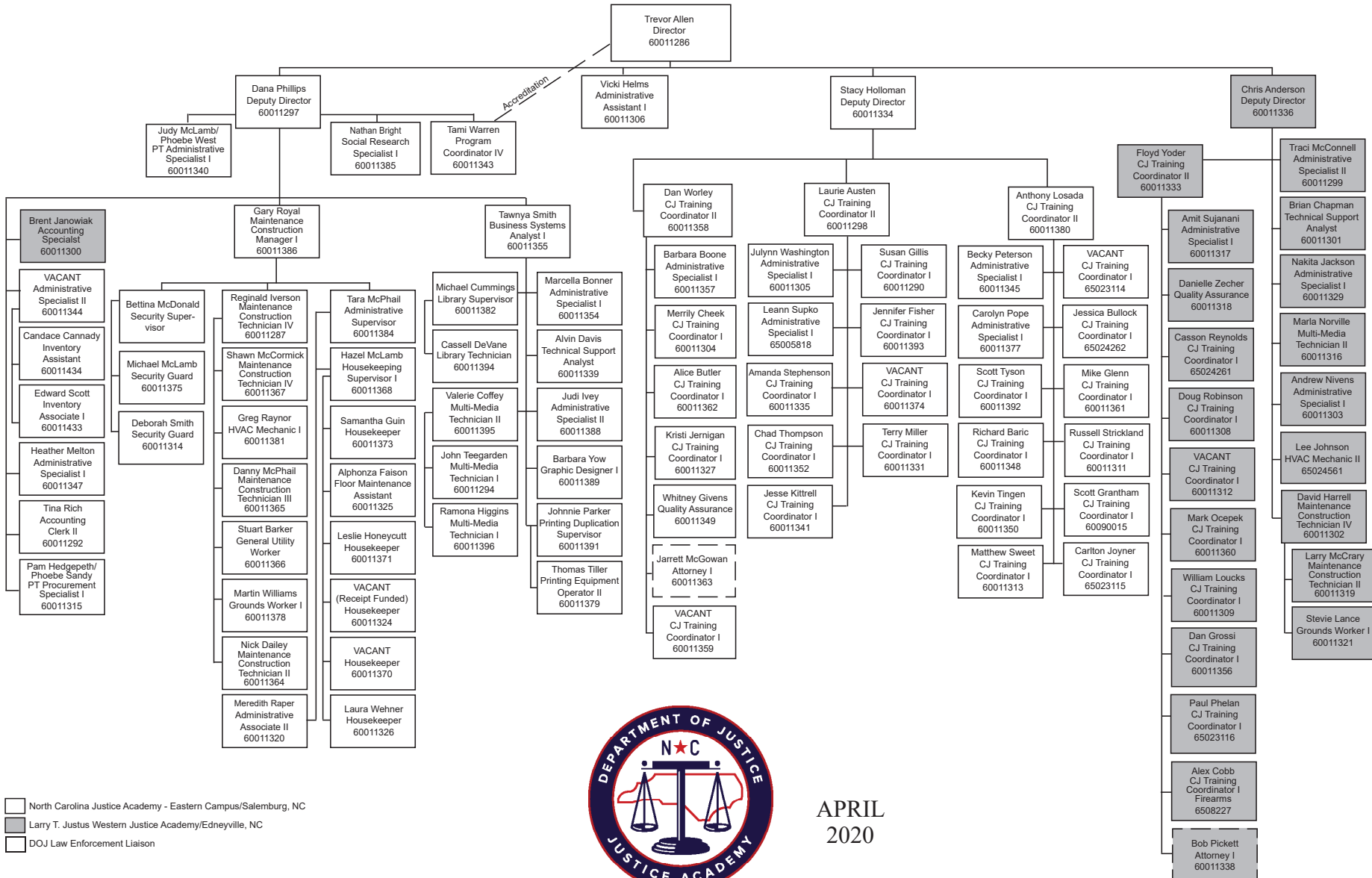
POSITION TRANSFER

Merrily Cheek - *Coordinator I*
Jesse Kittrell - *Coordinator I*
Jullynn Washington - *Admin Specialist*





ORGANIZATIONAL CHART



APRIL
2020

FY 19/20 BY THE NUMBERS

9

*Please note:
As of March 16, 2020
Training was
suspended for
in-person classes.*

Students Trained

| | |
|------------------|------|
| On Campus | 3685 |
| Off Campus | 1195 |
| Outside Agencies | 3756 |
| Web-based | 629 |
| Conferences | 1550 |

Classes Offered

| | |
|------------------|-----|
| On Campus | 272 |
| Off Campus | 78 |
| Outside Agencies | 204 |

| | |
|------------------------|---------|
| Online Completions | 173,640 |
| Online Classes Offered | 49 |
| Conference Courses | 9 |

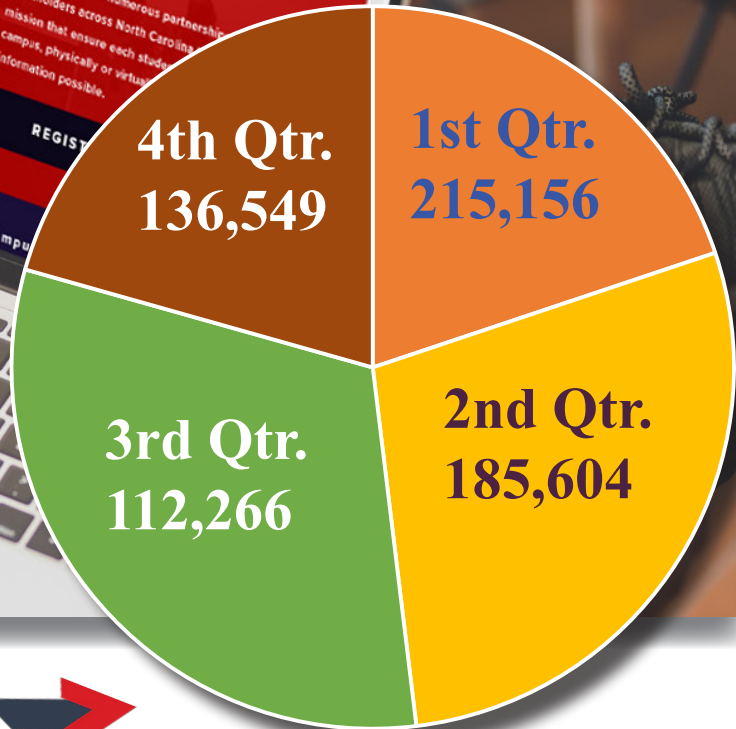
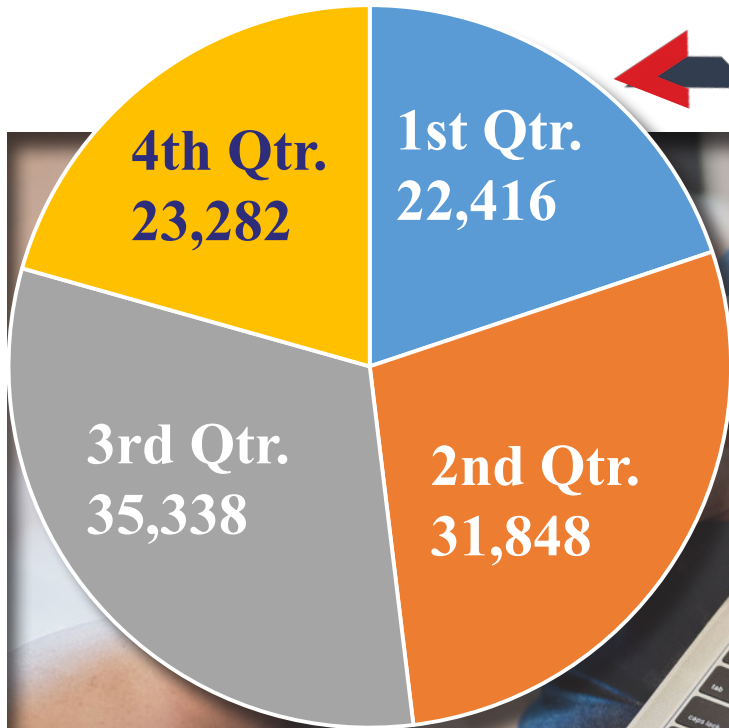
As a result of COVID-19,
approximately 120 Classes
were canceled.

Bed nights spent on campus
Salemburg - 16,997
Edneyville - 3202



FY 19/20 BY THE NUMBERS

← Academy Website Home Page Views



Academy Website Facebook Page Views →

FY 19/20 BY THE NUMBERS

11

1st Qtr. - 3,360,448

2nd Qtr. - 3,423,006

3rd Qtr. - 3,661,735

4th Qtr. - 2,493,403

**NCJA
Print Shop
Pages Printed**

**Graphics
Jobs**

1st Qtr. - 2,917

2nd Qtr. - 2,182

3rd Qtr. - 2,587

4th Qtr. - 2,964

FY 19/20 BY THE NUMBERS

NCJA Learning Resource Center

Over 18,000 items in collection

Over 14,000 printed materials

Over 2,200 lesson plans

Over 2,000 electronic/A-V/digital media

50 journal/magazine subscriptions,
many available electronically

879
total
checkouts

32 Total Videos Produced

1st Qtr. – 12 2nd Qtr. – 10

3rd Qtr. – 8 4th Qtr. – 2

NCJA
Video Production

FY19/20 BY THE NUMBERS

S
O
L
D

BLET
2,176

**Instructor
Training**
481

**Radar/
Lidar/
SMI:**
1,114

Hazmat: 6

**CCH
Red:**
42,267

**CCH
Yellow:**
145

DOCC: 1,012

Telecommunicator: 318

NCJA Bookstore

1st Qtr. – 14,154

2nd Qtr. – 9,244

3rd Qtr. – 20,490

4th Qtr. – 15,430





Partnerships, Growth, and Continued Service to Those Who Serve Us

As the NCJA celebrates the completion of another successful year, we are excited to plan and strive to achieve the following initiatives:

- ★ New Academy-wide Strategic Plan
- ★ Formal launch of Acadis Partnership
- ★ New online course offerings
- ★ NCJA Bookstore website
- ★ Investment in online course development software
- ★ Installation of innovative classroom technology
- ★ Installation of second telecommunicator simulator
- ★ Residence Hall C renovation completion

