

# 2021 ANNUAL REPORT



NORTH CAROLINA  
DEPARTMENT OF JUSTICE

# LETTER FROM THE DIRECTOR

Your Justice Academy has been extremely busy over the past year. The circumstances surrounding the COVID-19 pandemic presented numerous challenges for us, specifically in the delivery of in-person training courses – But In every challenge, there is opportunity. Opportunity to reassess, refocus, and renew.

Academy staff seized the opportunity and doubled down on virtual class offerings to meet the needs of the field during the Covid-19 Pandemic. In addition, we reassessed our strategy moving forward, especially in light of recommendations made by our various stakeholders' groups. We began an in-depth look at the courses most requested by our partner agencies, and how we could revise our training to incorporate recommendations from the NC Sheriffs' Association and NC Association of Chiefs of Police. Further, the end of FY 2021 saw the Academy enter the final stages of curriculum development for the Basic Law Enforcement Training Revision Project. We are excited to begin piloting this new curriculum in 2022. In addition, job task analyses were completed for Detention Officer and Telecommunicator classifications, with innovative curriculum revisions in development. Finally, in response to the needs of the field, your Academy began training officers in the I.C.A.T. (Integrating Communication, Assessment, and Tactics) program. This industry-leading de-escalation training program was developed by the Police Executive Research Foundation and has received high praise by a number of NC law enforcement agencies.

Your Academy reinvested in strong partnerships as an integral step in refocusing our efforts as an agency. Via the aforementioned BLET Revision Project we collaborated with numerous stakeholder groups, to include the Human Trafficking Commission and NC Victim Assistance Network, in addition to the NC Chiefs and NC Sheriffs' Associations. Finally, we are working with both the Criminal Justice and Sheriffs' Standards Divisions on implementing the Acadis® platform to manage their certification tracking and compliance needs. Having one platform serving all three of our divisions will create a more seamless and efficient user experience for every officer in North Carolina.

Lastly, The Academy took the opportunity to renew our facilities. Residence halls have been completely renovated and refurnished. The Salemburg cafeteria and support services building were rejuvenated with new carpet, paint, and furniture. In Edneyville, a new Telecommunications Simulator was installed to support certification training. In addition, numerous other projects have been identified such as repaving of our driving track, and the construction of a scenario-based training facility to support a multitude of practical skills training components. These projects require funding and our stakeholder groups have leant their official endorsements for us to receive legislative funding to make these items a reality.

Despite the many challenges faced over the past year, your Justice Academy team worked diligently to continue service to our stakeholders at the highest levels. We look forward to seeing you in Edneyville and Salemburg very soon.





# OUR MISSION

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



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.

***About the  
North Carolina  
Justice Academy  
(NCJA)***

# 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 present 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 In-Service, NCJA Leadership Institute, Integrating Communications, Assessment, and Tactics (ICAT), Employee Development and Performance Management, Field Training Officer, First Line Supervision, Forensic Analysis of Shooting Incidents, Crime Scene Investigation, Basic Patrol Rifle Operator, School Resource Officer, Community Oriented Policing, and Taking Race Relations and Understanding to Heart.

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 going very well, 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. Additionally, we are very excited to be progressing with revisions to our Telecommunicator Certification Course and Detention Officer Certification Course pursuant to a recent Job Task Analysis for each discipline.



# SUPPORT SERVICES HIGHLIGHTS

- Annual Outside Agency Meeting conducted to provide our partners with needed information.
- The Justice Academy was still able to support the State Employees Combines Campaign even during COVID-19 by selling masks with our logo to our staff members and Department of Justice staff members. Also, we sold flags to memorialize people for Memorial Day.
- Genuine Foods, a new Dining Hall vendor, will provide food services to the campus.
- NCJA received its fifth accreditation award from the Commission of Accreditation for Law Enforcement (CALEA) on March 26, 2021.

## BUSINESS OFFICE

- Launched the Online bookstore successfully.
- Worked on cleaning up the Support Services building, to prepare for the remodel.
- Transitioned to Temporary Solutions for any contracted vendors for any services provided.

## OPERATIONS DEPARTMENT

- Renovation of Residence Hall C completed, and our first residents were N.C. Wildlife Officers.
- Completed design for Residence Hall B and closed it down.
- Replaced all light bulbs with LED lights for energy savings.
- Demolition of the Powell house and the single-wide trailer that could no longer be used.

## COVID-19 RESPONSE

In continued response to the COVID 19 Pandemic, the NCJA started in-person training for commission-mandated courses only. The Academy's Training Staff continued to increase 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 by shipping and students on campus only.
- Online training registration and Acadis Support continued to provide necessary assistance.
- Optimized down-time for completion of repairs and to improve the overall look of the campus.
- Developed increased cleaning and disinfecting protocols that are still in place.

## GRANTS

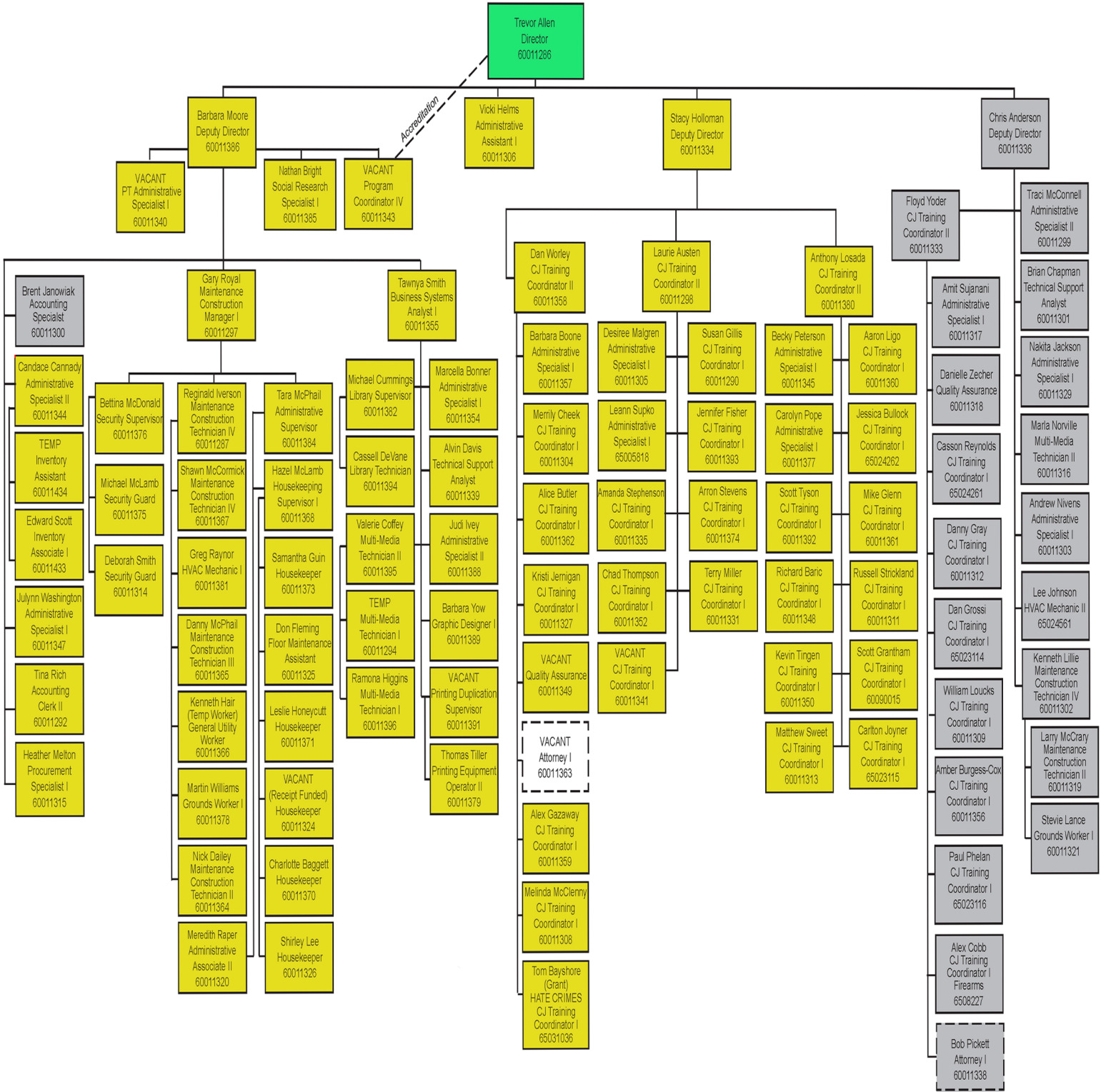
- Governor's Crime Commission
  - Hate Crimes Instructor position
  - Inner Armour - life-changing psychology training
  - School Resource officer equipment
- Governor's Highway Safety Program
  - Spreading the belief in vision zero
- NC Emergency Management
  - West campus telecommunication simulator

## INSTRUCTIONAL SUPPORT SERVICES

- Continued the Podcast with some new and innovative topics.
- Worked on offering training materials in different digital formats, including digital download.
- Criminal Justice and Sheriffs' Standards Acadis Partnership's "go live" date is at the end of 2021.
- Developed and trained employees and outside agency staff to use our Interactive Monitors purchased with grant money.
- Developed and trained training coordinators on the use of Workforce Portal to use in Acadis for their agency.

# ORGANIZATIONAL CHART

## JULY 2021



North Carolina Justice Academy - Eastern Campus/Salemberg, NC  
Larry T. Justus Western Justice Academy/Edeneyville, NC  
DOJ Law Enforcement Liaison



# MEASURING PROGRESS

FY 20/21 BY THE NUMBERS

## COURSE COMPLETIONS

### ON CAMPUS

5008 Students - 294 Classes

### OFF CAMPUS

1680 Students - 83 Classes

### ONLINE

166,045 completion over 151 Self-paced courses

### OUTSIDE AGENCIES

827 Completions - 54 Courses

## WEBSITE VISITS

	HOMEPAGE	TOTAL
1st Qtr	24,409	127,263
2nd Qtr	23,600	130,644
3rd Qtr	31,149	184,842
4th Qtr	24,587	145,261

## PRINT SHOP PRINTED

	TOTAL
1st Qtr	2,825,216
2nd Qtr	572,970
3rd Qtr	1,896,932
4th Qtr	1,491,605

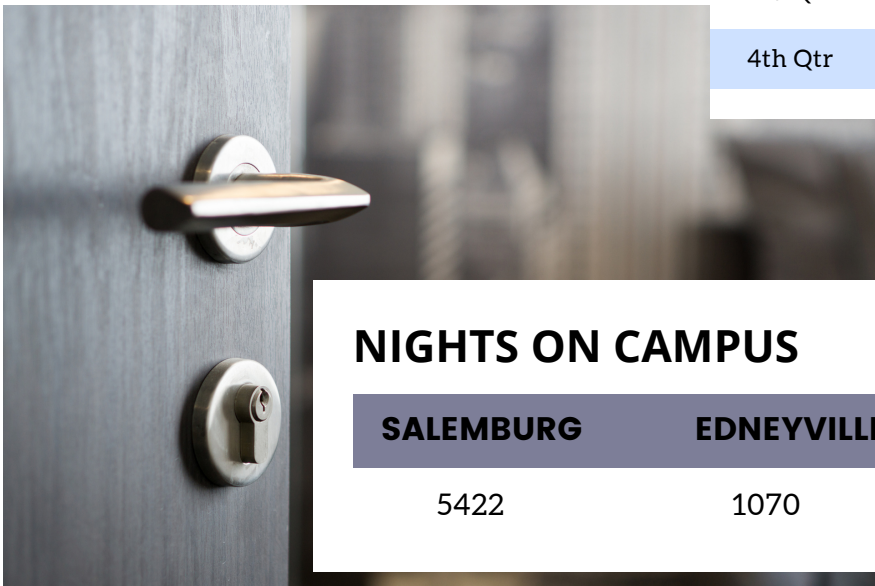
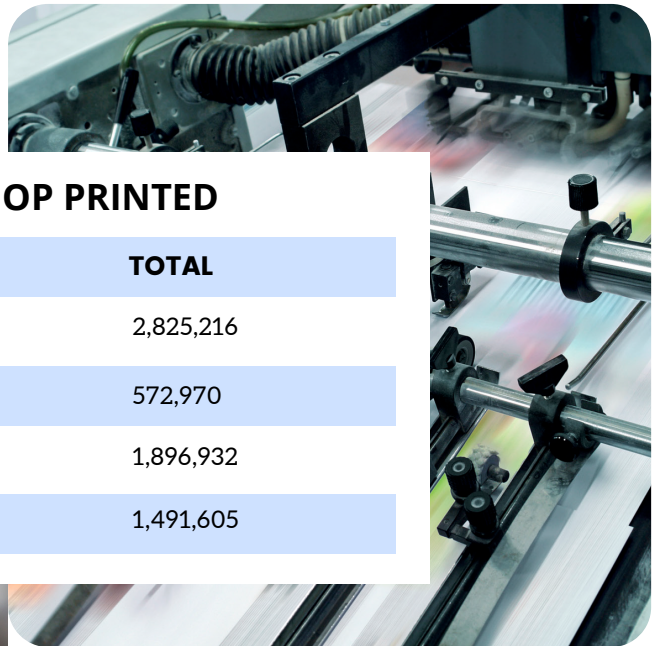
## NIGHTS ON CAMPUS

### SALEMBURG

5422

### EDNEYVILLE


1070



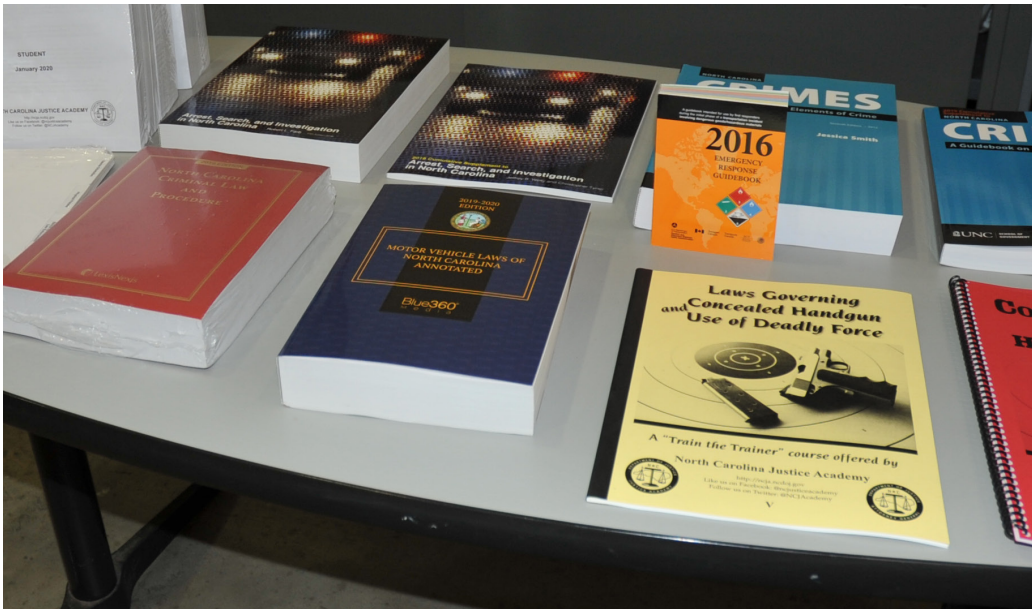
# MEASURING PROGRESS

FY 20/21 BY THE NUMBERS

## BOOKSTORE



BLET	1,281
Instructor Training	349
Radar/Lidar/SMI	1,086
Hazmat	6
CCH Red	77,428
CCH Yellow	1,219
Telecommunicator	208



## BOOKS SOLD

1st Quarter:  
29,303

2nd Quarter:  
18,670

3rd Quarter:  
20,787

4th Quarter:  
13,787



# MEASURING PROGRESS

FY 20/21 BY THE NUMBERS

## LEARNING RESOURCE CENTER



Over 18,500 items in collection

Over 14,000 printed materials

Over 2,300 lesson plans

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

Over 30 current  
journal/magazine subscriptions,  
many available electronically

**485 total checkouts**



## VIDEO PRODUCTION

1st Qtr 4

2nd Qtr 16

3rd Qtr 11

4th Qtr 4

**35 TOTAL  
PRODUCTIONS**

# LOOKING AHEAD

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 to Acadis with our new partners Criminal Justice and Sheriffs' Standards
- Digital downloadable books in our Bookstore
- Basic Law Enforcement Training manual revision
- Starting Residence Hall B renovation
- New online courses being added

