

Correctional Officer Training

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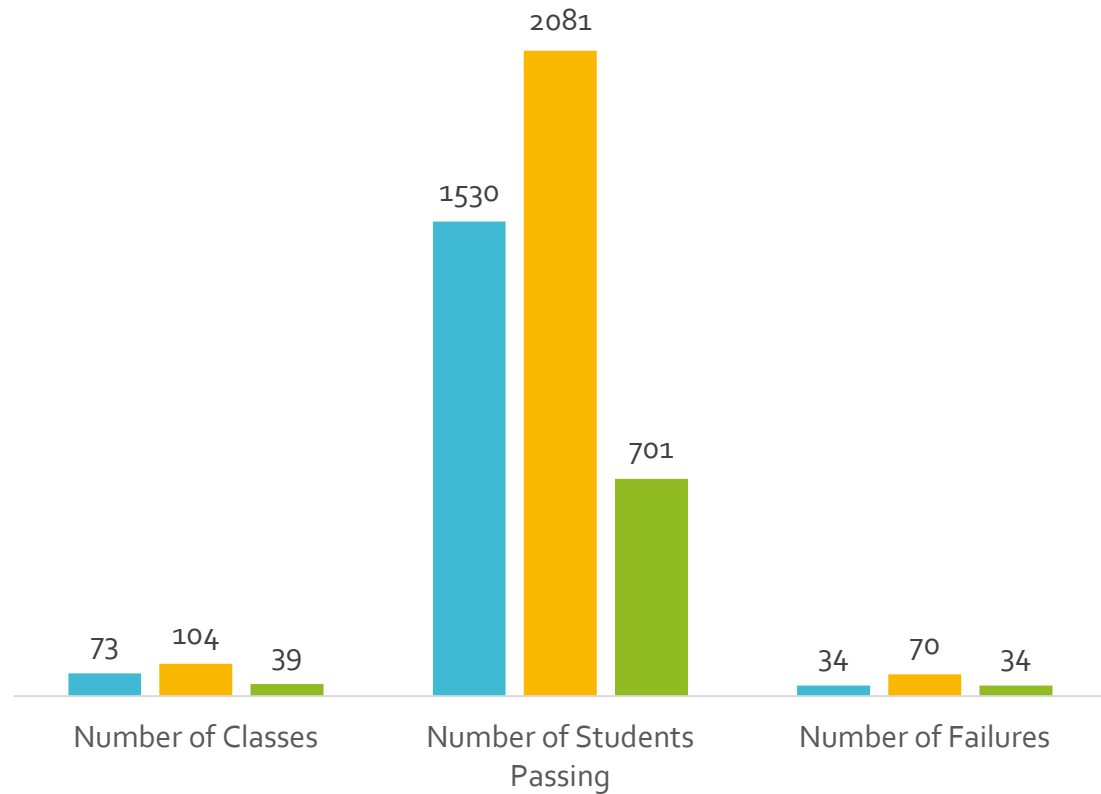
Basic Correctional Officer Training (BCOT)

- In January 2017, the backlog of Correctional Officers awaiting BCOT was 863 and rose to 897 in July.
- The Office of Staff Development and Training (OSDT) increased the number of course deliveries to 104 sessions in 2017 (compared to 73 in 2016), with the majority of add-on schools scheduled in the second half of 2017 and first 3 months of 2018.
- This was to accomplish two objectives: eliminate the backlog and seat every new hire starting in July 2017 in BCOT within two weeks of hire.
- The backlog of Correctional Officers has been virtually eliminated.
- A total of 97 classes are currently scheduled for 2018 which gives OSDT the capacity to train 2150 new hires.

Basic Correctional Officer Training (BCOT)

BCOT Comparison

■ 2016 ■ 2017 ■ 2018



* Numbers for 2018 are from January 1 to May 30

Basic Correctional Officer Training (BCOT)

- Based on task analysis, the Correctional Officer Basic Training Program is validated as job-related to Correctional Officers' work performed in North Carolina Department of Public Safety - Division of Adult Correction and Juvenile Justice - Prisons.
- The Correctional Officer Basic Training Program consists of a total of four (4) consecutive weeks of training (167.5 hours). The programs include training in the concepts, knowledge and skills required by Correctional Officers for work performance at the Basic or entry-level.
- Basic Training programs for employees are mandated by North Carolina General Statute 17C, by regulations of the North Carolina Criminal Justice Education and Training Standards Commission (12 NCAC 09G .0411) and by policy of the North Carolina Department of Public Safety Division of Adult Correction.

Basic Correctional Officer Training (BCOT)

- The BCO Curriculum Committee (made up of OSDT and Prisons Admin and Field Staff) is currently meeting to determine revisions to BCO based on NIC, GCC, and others' recommendations.
- The proposed curriculum for 2019 expands training to six (6) weeks (244.5 hours).
- More time is being added for practical, skills-based training such as searches, CRDT, and expandable baton.
- Officers will receive new courses in Crisis Intervention, Prison Subculture, Conflict Resolution, Mental Health, Inmate Classification, Verbal De-escalation, Drug Identification, Cross Gender Supervision, and Team Building.
- Officers will also be introduced to Victim Services, Religious Services, and Correctional Fatigue to Fulfillment as part of a general overall emphasis on employee wellness and mental health.
- The new curriculum will be presented to the Criminal Justice Education & Training Standards Commission in November of 2018 for approval to implement in January 2019.

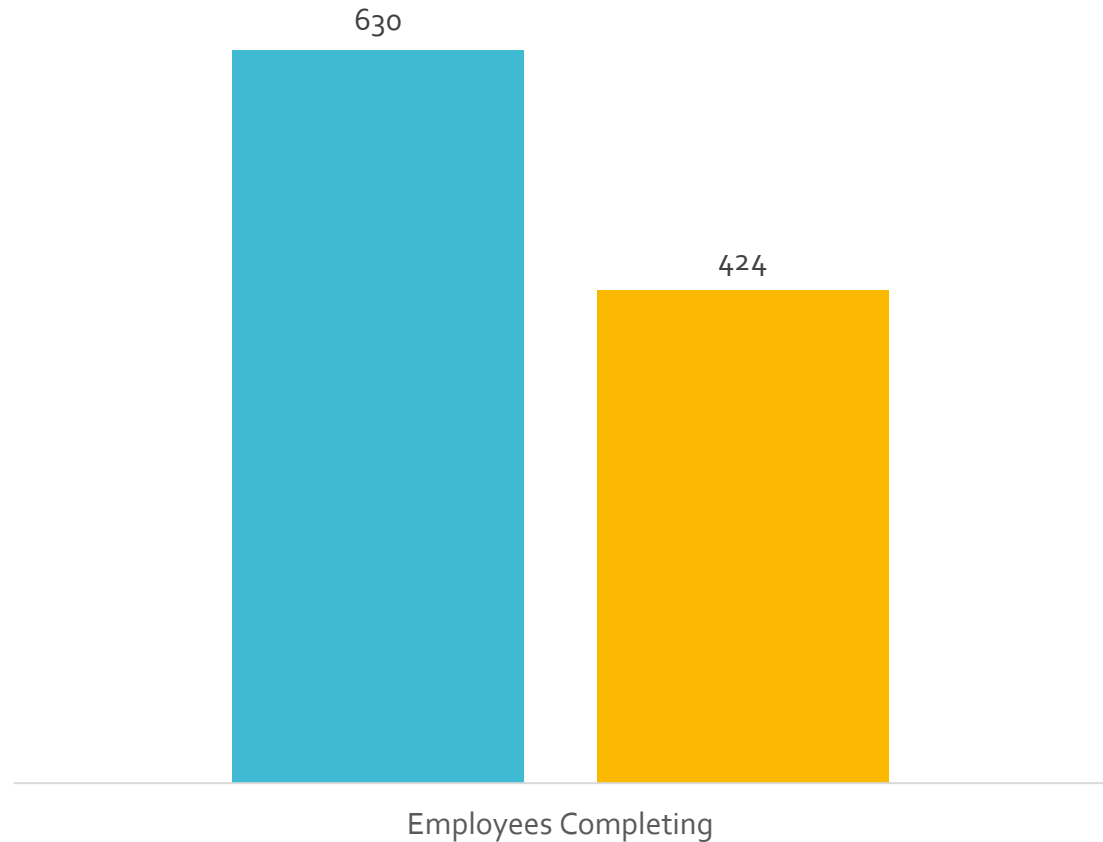
Supervisory Training

- OSDT currently offers three supervisory level programs: First Steps, Peak Performance, and CLDP.
- “First Steps” is a 40-hour Department of Public Safety training program for first-line supervisors; focusing on the transition from staff member to supervisor and developing the skills necessary to become a successful manager.
- “Peak Performance” is a 40-hour Department of Public Safety training program designed to provide supervisors with a solid foundation for achieving proficiency in dealing with people.
- CLDP (Correctional Leadership Development Program) is the agency’s flagship leadership program designed to develop leadership and executive management skills over the course of one year.

Supervisory Training

Completion Data, 2008-Present

■ CSTP/First Steps ■ Peak



* Peak Performance training began in 2010. Prior to 2013, First Steps was known as CSTP (Correctional Supervisory Training Program).

Supervisory Training

- Supervisory training offered by other entities/agencies is also readily available to staff, including the National Institute of Correction's New Warden Training and the Office of State Human Resources Leading at all Levels (LAAL) program.
- Currently under development are the Credible Leadership Program, an online program delivered by Wake Tech Community College, and Prisons Unit Management Training. Both should be available by late summer/early fall.