

**INTRODUCTION**

**Purpose:** Evaluate the perspectives of Tennessee law enforcement officers on the Peace Officer Standards and Training (POST) curriculum to identify areas requiring enhanced training for job preparedness.

- At the request of POST, MTSU’s Criminal Justice Administration (CJA) partnered with the Center for Organizational and Human Resource Effectiveness (COHRE) to create updated performance objectives for the basic training academy.
- Job task analyses (JTAs) were collected from 11 states to identify general law enforcement tasks, task codes, and training requirements. Task codes are categories that pertain to work officers do everyday
- CJA and COHRE used the task codes as topics during focus groups with TN officers and deputies.
- TN POST, CJA, and COHRE sought to provide every law enforcement officer a chance to contribute to an updated basic training curriculum.



# What Cops Need to Know to be Effective Peace-Keepers!

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Sample of Codes and Subcodes found from 11 other state’s Job Task Analyses

Code	Subcode
Basic First Aid	AED, CPR, NARCAN, Wounds
Intelligence Gathering	Background Checks, Surveillance
Investigations	Crime Scene Prevention, Fingerprinting, Search & Seizure
Patrol Procedures	Officer Safety
Traffic Procedures	Accidents, Directing Traffic, Traffic Stops, TCA, Pursuits
Firearms	Firearm Safety, Firearm Skills
Ethics & Integrity	Duty to Intervene, Reporting Behaviors
Mental Disorders	Crisis Intervention Training (CIT)
Defensive Tactics	Restraints
Report Writing	Gathering Information, Spelling/Grammar
Computers	Email, Software
Less than Lethal Weapons	Baton, Chemical Agent, Taser

- **32% of comments from Focus Groups mentioned wanting more Basic First Aid Training**
  - “We need more CPR training; especially when handling overdoses”
  - “We should be CPR certified before leaving the academy”
  - “We need to know how to keep people alive while waiting for EMS”

**REFERENCES AVAILABLE UPON REQUEST**

**MATERIALS & PROCEDURES**

**VIRTUAL FOCUS GROUPS**

**Participants**

- Active Tennessee law enforcement officers with 1-5 years of on-the-job experience and POST-certification were recruited via email.
- 233 officers took part in virtual focus groups:
  - 58% representing police departments
  - 29% from sheriff’s offices
  - 13% affiliated with specialized agencies.

**Measures**

- Participants were asked what entry-level officers needed to learn before the first day on the job and which training topics needed to be adjusted.
- 19 topics were the focus of discussion including patrol enforcement, firearms & deadly force, investigations, and legal issues. Officers additionally mentioned what they needed more training on.
- Focus groups resulted in task statements, which were then compared to other state’s JTAs. A final list of tasks were created for the survey by the COHRE and CJA team.

**SURVEY**

**Participants**

- Preliminary analysis included 421 active officers and supervisors across Tennessee.

**Measures**

- Approximately 400 task items were rated based frequency and criticality.