

Training Council "RECAP"

By Robert Noordhoek, CEO/Executive Secretary

November 2021



TWO IMPORTANT ITEMS - NEED YOUR ASSISTANCE

Recently we have asked for your assistance on two very important items:

1. Each Sheriff has received a Certification Letter, Explanation and Attestation Form that is sent to Sheriff's Offices every four years. Each county is then required to determine whether or not they are compliant with the requirements and standards established by the Council based on the box they check on the Attestation Form, which must be completed and returned to MSCTC. **Your assistance in completing and submitting the Attestation Form is greatly appreciated.**
2. As a follow-up to the Council's interim policy changes regarding the pre-hire EMPCO Written Exam that took effect on August 1, 2021, we have asked each Sheriff's Office to provide MSCTC with their Minimum passing score for the Written Exam. Please make sure to submit your minimum passing score to us as soon as possible.

Please feel free to call with any questions.

A special thanks to those Sheriffs who have already submitted the requested information!!

Jail Administrator Spotlight

(Submitted by Isabella County)

Scott Welch
Isabella County Sheriff's Office
Jail Administrator

Lieutenant Welch has been with the Isabella County Sheriff's Office since 1996. He was hired as a corrections officer and worked in that capacity

until 2004 when he was promoted to sergeant. In 2017 he was promoted to 2nd Lieutenant / Assistant Jail Administrator. In 2021, Lieutenant Welch was promoted to Jail Administrator.

As the Jail Administrator, Lieutenant Welch oversees the operations of the facility including the management of eighteen corrections officers, four corrections sergeants, the Assistant Jail Administrator, and the Food Service Staff. Lieutenant Welch also works on policy development, Department of Corrections guidelines and inmate custody issues.

Lieutenant Welch works closely with other local, county, and state agencies such as the Isabella County Trial Court, Isabella County Prosecuting Attorney's Office, Isabella County Public Defender's Office, Michigan Department of Corrections, and more. Lieutenant Welch works with the Sheriff and these other agencies to maintain the jail population and plan for the future of the facility.



Michigan AJA Certification Liaisons

The American Jail Association (AJA) relies heavily on corrections liaisons to assist with the various AJA Certification Programs. These liaisons are volunteers from agencies throughout the country who participate because of their passion and dedication to Corrections Officer professionalism and play an important role in the success of the AJA Certification process.

Michigan is fortunate to have the following individuals serve as Certification Liaisons:

Chris Banicki – Jail Administrator, Manistee County Sheriff's Office
Brian Steede – Jail Administrator, Marquette County Sheriff's Office
Jennifer Urban, Ingham County Sheriff's Office
Jeremy VerSluys, CJM, Allegan County Sheriff's Office

Thanks to each of you for your assistance in this very important process of professionalizing Local Corrections Officers!



Chris Banicki



Brian Steede



Jennifer Urban



Jeremy VerSluys

MSCTC On-Line In-Service Training **DACOTA Spotlight – October 2021**

(Submitted by National Institute for Jail Operations)

Through a training partnership with MSCTC, the National Institute for Jail Operations provides Michigan agencies with engaging legal-based online training through DACOTA —NIJO's Detention and Corrections Online Training Academy. All DACOTA curriculum is approved for all levels of NIJO Professional Certification (NCCO, NCCS, and NCCE).

Currently, the DACOTA Catalog contains 69 online courses providing 75 CEUs of corrections-specific training based on what the law requires for running safe and secure facilities. As of the end of October, Michigan DACOTA online learners have completed 4,509 courses and 4,917 credit hours. Currently, 39 Michigan agencies have learners getting trained in the DACOTA platform. If your agency is not currently signed up for DACOTA, contact MSCTC Director of Training Barbara Gould at bgould@msctc.org.

For the month of October, NIJO is happy to recognize the following agencies who had the most learners complete courses in DACOTA in the month of October. Congratulations to:

- 1. Wexford County Sheriff's Office**
- 2. Kalamazoo County Sheriff's Office**
- 3. Cass County Sheriff's Office**

We are also pleased to recognize the following individuals who have completed the most DACOTA courses in October:

1st Place

Thomas Jelsomeno – Kalamazoo County Sheriff's Office

2nd Place

Mike Dziedzic - Kalamazoo County Sheriffs' Office

3rd Place

Rachel Anderson - Kalamazoo County Sheriffs' Office

Tied for 4th Place

Shaun Boomer – Jackson County Sheriff's Office

Skylor Miller - Wexford County Sheriff's Office

Congratulations to these individuals and agencies for your outstanding efforts and staying engaged in continuously learning.

October 2021

DACOTA LEADERBOARD**Most Engaged Agencies**

- 1 Wexford County
- 2 Kalamazoo County
- 3 Cass County

Top Individual Learners

- 1 Thomas Jelsomeno - Kalamazoo
- 2 Mike Dziedzic - Kalamazoo
- 3 Rachel Anderson - Kalamazoo
- 4 Shaun Boomer - Jackson
- 5 Skylor Miller - Wexford

OCT-YTD STATS

4,509 - Total Courses Completed
 4,917 - Total Credits Earned
 476 - Total Engaged Learners
 39 - Total Engaged Agencies

**DACOTA Course Spotlight****Social Intelligence (1.5 CEUs)****Instructor: Dr. Steve Sampson**

Social Intelligence is about understanding your environment and then having a positive influence in it. This online course covers what skills are required to be “socially-fit” including:

- Positive Non-Verbal Behaviors (i.e Kinesics; Proxemics, Facial Expression),
- Positive Paralanguage (i.e. Voice Tone, Volume, Pitch), and
- Positive Verbal Behaviors (e.g. saying the right thing at the right time).



This course includes a self-assessment to help you determine your social IQ and discover your strengths and weaknesses.

About the Instructor:

Dr. Steve Sampson has been teaching social intelligence, and leadership skills for over 45 years. He holds a Bachelor's Degree in Sociology from the University of Massachusetts (1970) and a Masters (1976) and Doctoral Degree (1981) in Counseling Psychology from Georgia State University. He is a nationally recognized Master Trainer in Interpersonal Communication Skills since 1977, and has presented that training to over 300 agencies and organizations in 40 states. He is a former Assistant Professor of Criminal Justice at Georgia State University from 1979 to 1985. In 2004, he retired from his position as a Clinical Professor in the Counseling Psychology at Georgia State University (1995-2004). He recently retired as Executive-in-Residence Professor at the College of Justice and Safety at Eastern Kentucky University (2009-2016) where he developed an Institute for Social Intelligence and Leadership.

REMINDER - What is DACOTA?

Through a training partnership with MSCTC, the National Institute for Jail Operations provides Michigan agencies with engaging legal-based online training through DACOTA —NIJO's Detention and Corrections Online Training Academy.

All DACOTA curriculum is approved for all levels of NIJO Professional Certification (NCCO, NCCS, and NCCE). For more information about becoming nationally certified contact NIJO at certification@jailtraining.org.

Recent Academy Graduations

Washtenaw Community College (Submitted by Washtenaw Community College)



Ten students from three counties (Lenawee, Monroe, and Washtenaw) attended the WCC Fall 2021 Corrections Academy. All ten students successfully completed the program and graduated on Friday, October 15, 2021. A graduation ceremony was held celebrating the accomplishments of Corrections Class 10-21. Washtenaw Community College Public Service Training Assistant Director Jon Haupt emceed the ceremony while Senior Director Joyce VanMeter and Associate Vice President Brandon Tucker presented the class with their certificates of graduation. Monroe County Sheriff Troy Goodnough served as keynote speaker, delivering his inspirational words to the class. Washtenaw County Corrections Officer Jack Sherman was awarded the high academic achievement award for his exceptional overall test scores in all modules. Sherman, who served as class platoon leader, delivered some thoughtful and motivating words on behalf of the entire class during his graduation speech. Congratulations to WCC PST Corrections Class 10-21!

Corrections Class 10-21 Graduates:

Anthony Anselmi - Monroe County
Justin Costlow - Monroe County
David Hawkins - Washtenaw County
James McGarry - Monroe County
Joshua Perez - Lenawee County

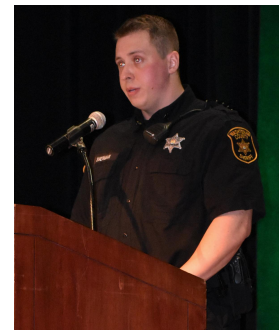
Jes Petty - Lenawee County
Jack Sherman - Washtenaw County
Joshua Stump - Monroe County
Kaitlyn Whisler - Monroe County
Amber Wilson - Washtenaw County



Senior Director Joyce VanMeter
and Associate Vice President
Brandon Tucker present awards



Sheriff Troy Goodnough



Jack Sherman

Grand Rapids Community College (Submitted by Grand Rapids Community College)

On Tuesday October 12, 2021, Grand Rapids Community College graduated its 9th Local Corrections Officers Academy. The academy started on September 13, 2021 and ended on October 12, 2021. The

class included 7 attendees (6 in-service, and 1 pre-service candidate). 4 deputies were from Kent County and 2 were from Ottawa County Sheriff's Offices. The graduation ceremony was held on Tuesday October 12, 2021 at 1:00 pm. The graduation ceremony was also streamed live and will be posted to YouTube.



Lansing Community College

(Submitted by Lansing Community College)

On October 29, 2021, Lansing Community College was proud to graduate its 10th Local Corrections Academy. There were six students in class – 5 sponsored from counties and one pre-service.



Director of Training Report

By: MSCTC Director of Training Barbara Gould

WHY IS CORRECTIONS OFFICER TRAINING SO IMPORTANT?

Why should Sheriff's Offices train their Correctional Staff? If you have been involved in a civil or criminal liability case, you probably already know the answer. One of the first items plaintiff and defending attorneys seek in a Corrections lawsuit is training records. What has your staff been trained in? Where was the training conducted? Who conducted the training and what are their instructor credentials? And don't forget the documented proof of training and attendance!

The following items are the most looked at aspects in lawsuits by the courts:

- Negligent Appointment: Is your Agency delinquent in the hiring process that hired the individual(s) involved in the lawsuit?
- Negligent Retention: Courts look at if your Agency continued employing the staff involved even though they should have been terminated.
- Negligent Assignment: Did the Supervisor that assigns daily duty assignments knowingly assign any of the staff involved irresponsibly, knowing that these Officers were not able to carry out their assignment(s) properly and safely?
- Failure to Supervise: Did on-duty and assigned Supervision fail to oversee those in their charge and involved in the lawsuit?
- And the #1 most important aspect in Correctional lawsuits, Failure to Train: This interrelates with all the above areas of importance. Did the involved Agency poorly train or fail to train the staff involved in the lawsuit?

It is vital that Agency's monitor and are aware of the methods and objectives used in the training programs used to achieve the training objectives. Instructor qualifications should be documented and valid. Training should be consistent with Agency need, certification and re-certification requirements, and equal to or above industry standards. And lastly, training should be documented with attendance records.

In-service and Academy training should not just be done to check of the obligatory box of requirement, it should also be conducted to inform and protect you, your staff, and your Agency.

ADDITIONAL IN-SERVICE TRAINING OPPORTUNITIES

1. The MSCTC has limited, FREE* spots available for the Detention And Corrections Online Training Academy (DACOTA) through the National Institute for Jail Operations (NIJO). DACOTA currently has *OVER 67* legal based online courses on topics such as IPC, Mental Health Basics, (***may be counted towards the Council required 2-hour minimum of yearly Mental Health In-Service Training for CO's!!***), PREA, Writing Legal-based Defendable Policies and Procedures, and many more! If you are interested in signing Officers up for this free*, interactive, and engaging online training please contact the MSCTC Director of Training, Barbara Gould at bgould@msctc.org.
2. **DACOTA tuition is free for certified Local Corrections Officers working in a Michigan Jail. Spots are limited and on a first come first-serve basis.*
3. The National Institute of Corrections (NIC) offers free online trainings through their NIC LearnCenter. Simply sign up for a free account and enjoy courses such as Inmate Suicide Prevention, PREA, Interpersonal Communication, and more. For more information on these free online trainings, please visit: <https://nic.learn.com>

If anyone has questions, please feel free to contact me at bgould@msctc.org or 810-919-4312. Thank you. Barbara L. Gould.

Jail Command Staff Academy

Session one of the Fall 2021 Jail Command Staff Academy (JCSA) successfully completed on September 30, 2021. JCSA session one instructors were Dr. Stephen Sampson and Gary DeLand. This session focused on Leadership, Proactive Liability Defense, Audits and Inspections, and Correctional Legal Issues. Participants overwhelmingly enjoyed this session and gave feedback and compliments like: "Amazing presentation", "Highly Informative", "Information is not only relevant to Corrections, but can/should be used in everyday life", "Top notch instructor. Very impressed with his level of knowledge".

Watch for future updates as the Fall 2021 JCSA progresses.

The MSCTC is preparing for the 3rd Jail Command Staff Academy in Spring 2022. Stay tuned for more information!



(Submitted by National Institute for Jail Operations)

JAILCON21 ONLINE OFFERS FLEXIBLE TRAINING

Due to high demand and ongoing needs for training, NIJO has opened registration for JAILCON21 Online Conference as long as needed to allow agencies across the country to register for this valuable training opportunity. Attendees who register, will be given access to over 40 CEUs of corrections-specific training until the end of the year. Each attendee is given a username and password to log into NIJO's online training platform, DACOTA, where they can select from a number of training sessions on topics ranging from use of force to inmate mail and qualified immunity. (See topics and full agenda [here](#).) Attendees can access their training any time of day from any connected device--and they can go at their own speed, watch sessions over (and over!) again--start, stop and return should they be interrupted.

Each online training session contains videos and periodic knowledge checks, to ensure comprehension of the presented materials. At the end of each training, an Assessment Test is provided to allow attendees to test themselves on what they've learned. Attendees seeking NIJO Professional Certification, can take these tests for proof of comprehension to receive credit toward certification requirements. Click [here](#) for more information.

JAILCON21 ONLINE IS MOTIVATIONAL (AND FUN!)

As they say, knowledge is power--so, it's not surprising that attendees from last year's online conference were motivated to watch more sessions than their agencies required them to complete! Many completed OVER 50 HOURS of training!! (It must be good--to do more than required, right!?) During JAILCON21 Online, attendees earn badges based on the online training they complete and the live sessions they attend. Each badge is worth points and points earn attendees chances to **WIN AWESOME PRIZES!** Thanks to our generous sponsors, exciting prizes are given away throughout the conference to keep attendees engaged and to encourage them to keep learning.

Click [here](#) to learn more!

Is your agency an MMRMA Member?

If so, you may qualify for a special rate available through a generous grant sponsored by MMRMA. For a limited time only, while supplies last - Register for JAILCON21 Online Conference for only \$40/person!*

[Click here to register now!](#)

(*MMRMA Members only)



MICHIGAN

NIJO and MSCTC are proud to recognize the following individuals who have earned NIJO Certification for corrections professionals. All were recognized recently during the National Corrections Professionals Awards Ceremony held during the JAILCON21 Online Conference on October 26, 2021.

NIJO's certification curriculum is uniquely based on what the law requires, rather than best practices that may be subjective or based on opinion. NIJO Certification requires a score of 100% on comprehension testing to receive certification credit which provides an added level of confidence in defending against frivolous litigation attacks on incomplete or inadequate training. NIJO offers 3 distinct levels of certification, for officers, supervisors, and executives. National Certified Corrections Officer (NCCO) requires 40 hours of legal-based training, National Certified Corrections Supervisor (NCCS) requires 70 hours of legal-based training, and National Certified Corrections Executive (NCCE) requires 115 hours of legal-based training.



Todd Harger
Kalkaska County Sheriff's Office



Sergeant Heather L. Mitcavish
Kalamazoo County Sheriff's Office



Deputy J. Wood
Grand Traverse County Sheriff's Office



National Certified Corrections Executive



Lieutenant Brad Fetner
Livingston County Sheriff's Office



Lieutenant Tarneseia Pringle
Livingston County Sheriff's Office



Reminder to Submit Your 3rd Q 2021 Booking Fees

Just a quick reminder that your 3rd Q 2021 Booking Fees were due to the State by October 15, 2021. Also, please don't forget to include the Booking Fee Transmittal Form along with your check. Remember, each county can view their own Booking Fee transmittal activity in the LCOTS system.

Please feel free to contact us with any questions.

Council and Advisory Board Meeting Schedule

Council Meeting Schedule

Thursday, November 18, 2021

Scheduled to be held at the Michigan Manufacturers Association Building, 620 S. Capitol Ave., Lansing, MI 48933, beginning at 2:30 p.m.

Advisory Board Meeting Schedule

Thursday, November 4, 2021 - **CANCELLED**

MSCTC-Sponsored "FREE TUITION" Training Scheduled*

- 1) [December 2, 2021 - Corrections Law Refresher](#) - Conducted by Sgt. Nick Leonowicz
- 2) [December 3, 2021 - Mental Health First Aid for Public Safety/Corrections](#) - Conducted by James Richardson and Jordan Geyer

Please click on the corresponding link for more information or to register for a training. All in-service training requirements and available courses can be found anytime

at <http://www.misctc.org/training.html>

** This "FREE TUITION" training is for Certified Local Corrections Officers only.
Participants are responsible for costs relating to travel, meals and lodging.

Additional Training Opportunity

In an attempt to keep you updated, the following training has been scheduled. For further information, or to register, please use the contact information from the training link below.

1) [January 10-12, 2022 - Supervision of the C.T.O. Program](#) - DeWolf and Associates

Local Corrections Officer Academies Scheduled or Rescheduled

As we receive notification from our educational partners that Local Corrections Officers Academies have been scheduled, for your convenience we will include the Academies and contact information in future RECAPS. Below is a current list of scheduled, Academies for the remainder of the year that have been provided to us.

For more information or to register for an Academy, please contact the Academy Director. To view a list of up-coming Academy Schedules at any time, please [visit here](#).

2021 Academies

Delta College – 9-27-21 to 11-08-21

For more information, or to register, please contact Tom Gillman at 989-686-9108 or thomasgillman@delta.edu

Kalamazoo Valley Community College – 10-18-21 to 11-12-21

For more information or to register, please contact Victor Ledbetter at 269-353-1261 or vledbetter@kvcc.edu

Genesee County Sheriff Office – 12-8-21 to 1-7-22

For more information or to register, please contact Kiona Graham at 810-257-3499 or kgraham@co.genesee.mi.us

Macomb Community College – 12-3-21 to 01-17-22

For more information or to register, please contact Mike Ciaramitaro at (586)498-4051 or ciaramitarom658@macomb.edu

2022 Academies

Lansing Community College – 2-7-2022 to 3-4-22

For more information, or to register, please contact Tamara McDiarmid at 517-267-5079 or mcdiart4@lcc.edu

North Central Michigan College – 2-7-22 to 3-4-22

For more information or to register, please contact Jim Cousino at 231-348-6630 or jcousino@ncmich.edu

Washtenaw Community College – 2-21-22 to 3-18-22

for more information or to register, please contact Joyce Nelson-VanMeter at 734-677-5022 or joenelson@wccnet.edu

Genesee County Sheriff Office – 5-2-22 to 5-27-22

For more information or to register, please contact Kiona Graham at 810-257-3499 or kgraham@co.genesee.mi.us

Alpena Community College – 6-1-22 to 6-28-22

For more information, or to register, please contact Lisa Blumenthal at 989-358-7296

or blumentl@alpenacc.edu

Genesee County Sheriff Office – 8-8-22 to 9-2-22

For more information or to register, please contact Kiona Graham at 810-257-3499 or kgraham@co.genesee.mi.us

"RECAP" BONUS

(Submitted by National Institute for Jail Operations)

**NIJO Legal-Based Jail Guideline: C05.02.02:
Inmate Rules and Regulations**

KEY ISSUE:

Inmates not having access to a handbook means they either don't know the rules and regulations of a facility or they will have to ask someone else who does know the ins and outs. That person, which may be a fellow inmate or a staff member, may or may not explain those rules and regulations correctly or fully. But not having the handbook also creates more issues than just simple rule violations.

It is necessary that inmates have fair notice concerning both required and prohibited conduct. Such notice is particularly important in the disciplinary process, where rules and regulations are a critical element in ensuring due process. Without having access to rules and regulations, how can an inmate be fairly disciplined?

Click [here](#) for the legal-based answer to this issue.

DISCLAIMER:

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**THE COUNCIL AND ADVISORY BOARD WISH YOU A
SAFE AND HAPPY THANKSGIVING**



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CONTACT US

"I wish I had an answer to that because I'm tired of answering that question." – Yogi Berra

