



**SUBJECT: Subject Control Curriculum Review**

**PURPOSE: Commission Information**

<b>DATE</b>	<b>SECTION</b>	<b>EXECUTIVE DIRECTOR</b>	<b>AUTHOR</b>
February 14, 2024	Career Development	Timothy Bourgeois	Career Development Section

**Background:**

The Career Development Section is conducting a comprehensive review of the basic training subject control curriculum to 1) determine whether the current curriculum addresses concerns raised by nationally highlighted use-of-force incidences, 2) investigate controversy surrounding use-of-force continuums, and 3) ensure basic training provides and teaches the best techniques that also incorporate communication and de-escalation, which is consistent with the skills necessary for law enforcement professionals in the 21<sup>st</sup> century.

Moreover, the Commission requested a review of the subject control curriculum during a commission meeting held on November 22, 2022. During that meeting, initial advisory committee members were identified – Commissioners Lieutenant Colonel Krumm, Assistant Attorney General Tanay, Sheriff Wickersham, and Mr. Lewis.

The State of Michigan requires that a law enforcement academy recruit successfully complete the entire course of study to be eligible to sit for the MCOLES licensing exam. As part of the course of study, the recruit must successfully complete subject control curriculum.<sup>1</sup>

The subject control curriculum includes no less than 4 hours of classroom instruction in IV.C.3. Application of Subject Control,<sup>2</sup> which covers the following learning objectives:

- (1) Demonstrate an Understanding of the Law as it Relates to the Use of Force,
- (2) Demonstrate an Understanding of the MCOLES Subject Control Continuum,
- (3) Demonstrate an Understanding of the Relationship Between the Use of Force and the MCOLES Subject Control Continuum,
- (4) Demonstrate an Understanding of the Decision-Making Process Required to Use the Appropriate Amount of Force in Gaining Control of a Subject,
- (5) Demonstrate an Understanding of the Concept of Control,

<sup>1</sup> *Policies and Procedures Manual of the Michigan Commission on Law Enforcement Standards, chapter 3, unit 1.*

<sup>2</sup> *Michigan Commission on Law Enforcement Standards Basic Training Curriculum, section IV.C.3.*

- (6) Write a Report That Documents the Officer's Use of Force, and
- (7) Demonstrate an Understanding of the Liability Attached When Officers Use Force to Control a Subject.

This module was last revised in February of 2016 and reviewed in December of 2022.

Additionally, IV.C.4. Subject Control module<sup>3</sup> includes no less than 62 hours of skills application covering the following learning objectives:

- (1) Demonstrate an Understanding of a Survival Mindset,
- (2) Demonstrate an Understanding of Tactical Communication,
- (3) Demonstrate an Understanding of Fear and Anger Management,
- (4) Demonstrate Effective Subject Control Techniques,
- (5) Demonstrate an Understanding of Post Force Incident Responsibility, and
- (6) Demonstrate the Ability to Manage Subject Encounters under Circumstances that Justify Varying Levels of Force.

This module was last revised in January of 2010 and reviewed in December of 2022.

### **Review Components:**

The curriculum analysis will examine the following five areas:

1. Academy Student Characteristics – to identify knowledge level.
2. Desired Behavioral Outcomes – to determine whether the curriculum, or portions thereof, needs to be updated.
3. Learning/Training Constraints – to identify time, space, and equipment limitations.
4. Content Delivery Options – to inform the choice of delivery platform(s).
5. Pedagogical Considerations – to determine which teaching method is best suited for the topic.

### **Review Plan:**

The review plan consists of five phases:

- Phase 1. Preparation – clarifying analysis objective, gathering existing documentation, soliciting and selecting subject matter experts to assist the analysis team throughout the process, and establishing evaluation criteria.
- Phase 2. Data Collection – researching national standards and trends, subject matter experts' reports, and academic studies; interviewing key stakeholders; and conducting national and state surveys.
- Phase 3. Data Analysis – analyzing qualitative and quantitative data, assessing current curriculum, and identifying areas of strength and improvement.

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<sup>3</sup> Michigan Commission on Law Enforcement Standards Basic Training Curriculum, section IV.C.4.

Phase 4. Report & Recommendations – preparing a comprehensive report, presenting findings, and developing an action plan for implementing any recommendations.

Phase 5. Implementation & Monitoring – execution of action plan; monitoring progress through feedback, audits, and statistical data; and continuous improvement based on data obtained in this phase.

**Current Status:**

The Career Development Section is currently working on Phases 1&2. The Commission staff analysis team members developed the analysis objective – To evaluate current basic training subject control curriculum to determine its compliance with legal standards, reflection of national trends, consistency with subject matter experts’ opinions, and whether it is supported by empirical data. The team has gathered existing training materials and documents related to subject control training, including the MCOLES Basic Training Subject Control learning objectives, Subject Control Continuum training aid, Advisory In-Service Standard for Subject Control, and MCOLES Policies and Procedures Manual.

Initial research has identified 13 different peer-reviewed articles and papers, national training reports, and academic studies related to law enforcement subject control training. The analysis team is currently identifying subject matter experts, creating evaluation criteria, and planning interviews and preparing surveys to gather additional data. The next phase of the review plan is data analysis and is anticipated to begin in 3rd quarter of calendar year 2024.