

CA POST DISTANCE LEARNING GRANT PROGRAM (DLGP)
LOS ANGELES POLICE DEPARTMENT
Organizational Wellness (DLGP)
COURSE CONTROL NUMBER 1850-49700
Expanded Course Outline (ECO)

Instructional Goal: Students will be familiar with and will be able to mitigate conflict in the workplace, create the optimal workplace climate, and enhance personal resilience.

Performance Objectives: Using didactic instruction, learning activities, and instructional films, the students will:

- Understand the importance of officer wellness to the whole law enforcement professional as well as the organization.
- Understand how officer wellness can reduce health problems, personal issues, and uses of force.
- Gain an understanding of wellness as concepts that can be broken down into four parts of the whole law enforcements professional.
- Demonstrate knowledge of how to incorporate not only intervention strategies, but prevention strategies to build resiliency when it has been reduced by the nature of police work.
- By the conclusion of the training, students will understand how the application of this training can allow them to invest in their own physical, social, emotional, and cognitive wellness.

Distance Learning Delivery Methodology: Using a small group of 20-40 students lead by 2-3 instructors, students will participate in the following:

- Live Webinars - A synchronously facilitated training that is delivered via the internet. It is considered an instructor-led course for the purposes of certification through EDI.
- A live webinar may be certified for CPT credit if the curriculum and instructor information is submitted in EDI in compliance with Regulation 1052. Additionally, presenters must advise the following:
 - A. **Method in which trainee attendance and course completion is verified:** Students will pre-register and log onto the Allogy instructional portal during scheduled instruction.
 - B. **Online registration - access code:** TBD
 - C. **Audio or text (chat area) interaction:** The Allogy portal will allow for real time interaction and break out groups of 4-5 monitored by lead instructor.
 - D. **Video transmission of trainee (e.g., Skype, Facetime, Zoom):** Allogy portal
 - E. **Method in which trainee interaction with the instructor for questions or exercises occurs:** Audio or text (chat area) interaction
 - F. **Video transmission of trainee (e.g., Skype, Facetime, Zoom):** Allogy portal
 - G. **Method in which instructor evaluates trainee performance and verifies the learning took place:** Individual written test at the end and group brief backs
 - H. **Assessment activity (test or submitted written assignment):** 10 questions online test with 80% passing requirement
 - I. **Taped Webinars:** Parts of the brief backs and presentation can be recorded for reach-back and future usage.

I. INTRODUCTION AND OVERVIEW

(60 min)

- A. Welcome, Introduction and Course Overview
 - 1. Class meets live, virtually
 - 2. Introduction of instructor
 - 3. Overview of training, platform, and technology

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4. Class participant introductions

B. Introduction to the Material

1. Didactic introduction to resilience and its importance in law enforcement
2. Learning activity
3. Review assignments, platform use

II. PHYSICAL WELLNESS

(60 min)

A. Introduction to Physical Wellness Video

B. Sleep Hygiene Video

1. How policing is impacted by sleep hygiene
2. Strategies for increased sleep wellness

C. Nutritional Tactics Video

1. Importance of nutrition for law enforcement personnel
2. Four pillars of a healthy diet
3. How to implement the four pillars on the job
4. Where to find reliable nutrition and diet information

D. Yoga for First Responders Video

1. Informational segment on the benefits of yoga for first responders
2. Physical activity instruction

III. SOCIAL WELLNESS

(60 mins)

A. Introduction to Social Wellness Video

B. Conflict Resolution Video

1. Empathy and understanding
2. Conflict resolution in everyday life
3. The art of mediation
4. Communication and asking questions

C. Connection Video

1. Attachment Theory
2. Connection versus isolation
3. How to form and maintain meaningful connections

D. Alcohol Awareness Video

1. Drinking culture & history in law enforcement
2. Statistics of excessive drinking and incidents
3. How and why to change behavior
4. Resources and treatment explained

IV. PHYSICAL & SOCIAL WELLNESS DISCUSSION SESSION

(60 mins)

A. Roundtable for review, thoughts, and discussion points on physical wellness

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- B. Roundtable for review, thoughts, and discussion points on social wellness
- C. Learning Activity

V. SITUATION SIMULATIONS / CASE DEBRIEFS **(15 min)**

A. *LEARNING ACTIVITY:* Incident Review and Debrief

Purpose: To provide the students with a scenario in which the student must use critical thinking skills, discussions on subtopics related to organizational wellness. Activity will allow for additional topics (noted below) to be discussed within a framework of an actual scenario. The students will enhance their communication skills by practicing their skills with the instructors.

B. Procedure: Small Group Activity

1. Students will be placed into small groups
2. The groups will individually discuss organizational wellness incident.
3. As time allows each group will present their assessment of each incident to include what went well, what elements could stand to improve, how each incident relates to the individual Goals for awareness.

VI. EMOTIONAL WELLNESS **(60 mins)**

A. Introduction to Emotional Wellness Video

B. Mindful Breathing Video

1. The mind/ body connection & how it applies to law enforcement
2. Practitioner- led breathing exercises

C. Gratitude Video

1. Define gratitude
2. How it relates to building resilience and mindset change
3. Strategies for incorporating gratitude in daily life

D. Financial Wellness Video

1. Case examples of how personal financial irresponsibility or bad habits impact law enforcement personnel
2. Strategies for prevention and intervention
3. Resources explained

VII. COGNITIVE WELLNESS **(60 mins)**

A. Introduction to Cognitive Wellness Video

B. Grit Video

1. Define a grit mindset and why it's so important right now
2. The Grit formula
3. How to apply at work & home

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- C. Dialectical Thinking Video
 - 1. Cognitions in recent, challenging times for law enforcement
 - 2. Define dialectical thinking with examples
 - 3. Strategies to incorporate healthier thinking
- D. Character Strengths
 - 1. Expert video introducing concepts of character and what we can learn from assessing them
 - 2. Students take Character Strengths survey from VIA Institute website

VIII. EMOTIONAL & COGNITIVE WELLNESS DISCUSSION SESSION (60 mins)

- A. Roundtable for review, thoughts, and discussion points on emotional wellness
- B. Roundtable for review, thoughts, and discussion points on cognitive wellness
- C. Learning Activity

IX. FINAL SESSION (45 mins)

- A. Suicide Awareness & Prevention
 - 1. How suicidal ideation develops
 - 2. Differences in the law enforcement population
 - 3. Prevention and intervention strategies
 - 4. What to do if you suspect someone is having suicidal thoughts
 - 5. Resources

X. EVALUATION / COURSE DEBRIEF / STUDENT QUESTIONS (15 mins)

- A. Multiple Choice Test / Classroom Survey
 - 1. Conduct a short 10 questions multiple-choice test to evaluate students understanding of the course via on-line Allogly portal
 - 2. Conduct a classroom survey to assess the program's effectiveness and encourage feedback from students
 - 3. Complete CA POST Course Evaluation Instrument via online Allogly portal (<http://www.cei.post.ca.gov/>)