

Los Angeles Police Department
Establishing a Police Activities League (PAL) Youth Program
LAPD Only
CUR Code A204
Expanded Course Outline

Course Goal: To uplift school-aged youth, from kindergarten to high school, drawn from Los Angeles and neighboring communities and provide a nurturing environment for them to reach and exceed their potential. Through teaching how to coordinate a dynamic range of year-round programs, we aim to ensure every child can find their passion and purpose.

By embracing a community policing model, we support law enforcement officers in their efforts to connect with civilian volunteers and community members to build lasting positive and transformative relationships.

Program offerings can range from Martial Arts, Soccer, and Basketball to Tutoring, Girl Scouts, and Mentoring, Program selection should be in response to the community interest and needs, ultimately providing diverse opportunities for growth and development for local youth.

Programs such as Fit Club promote healthy living through marathon training, hiking, dance, and more; Arts Club encourages creativity with activities such as mural painting, photography, and fine arts; Enrichment Academies offer summer camps and life skills programs, while the PAL College Scholarship Program helps alumni pursue higher education through partial scholarships; Life Beyond PAL supports recent high school graduates, PAL Alumni, and Interns with job readiness and higher education assistance, preparing them for successful futures.

Together with community, volunteers and civilian staff, officer can create a nurturing environment where youth can thrive, fostering trust and collaboration between law enforcement and the communities they serve.

Course Objectives: Using lecture, group discussion, learning activities, and practical application the students will:

- A. **Ideation to Establishing a PAL or Youth Program**
 - a. Identifying community needs and interests
 - b. Program planning and development
 - c. Securing initial funding and resources
- B. **Incorporation and Creation of a Board for Your PAL Program**
 - a. Legal requirements and processes
 - b. Board member recruitment and responsibilities
 - c. Governance and organizational structure
- C. **Marketing, Recruitment, Retention, and Management of Your Program**
 - a. Developing a marketing plan
 - b. Effective recruitment strategies
 - c. Retention techniques for long-term engagement
 - d. Program management best practices

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- D. **Sports/Martial Arts Programs and National Governing Bodies (NGB)**
 - a. Overview of sports and martial arts offerings
 - b. Compliance with NGB regulations
 - c. Training and certification requirements for coaches
- E. **Tutoring, Mentoring, and Field Trips**
 - a. Designing tutoring programs
 - b. Establishing mentoring relationships
 - c. Planning and organizing field trips
- F. **Volunteers and College Internship Program**
 - a. Volunteer recruitment and training
 - b. Developing partnerships with local colleges
 - c. Managing and evaluating interns
- G. **Girl Scouts, Youth Leadership, and Alumni Programs**
 - a. Implementing Girl Scouts and youth leadership initiatives
 - b. Engaging alumni and fostering a sense of community
 - c. Tracking alumni achievements and involvement
- H. **Enrichment and Arts Programs**
 - a. Developing arts and enrichment activities
 - b. Securing resources and partnerships for arts programs
 - c. Promoting creativity and cultural awareness
- I. **Partnerships, MOU's, MOA's, and Liabilities**
 - a. Identifying potential partners
 - b. Drafting and managing Memorandums of Understanding (MOU) and Agreements (MOA)
 - c. Understanding and mitigating legal liabilities
- J. **Funding and Fundraising**
 - a. Identifying funding sources
 - b. Developing fundraising strategies and events
 - c. Grant writing and management
- K. **National PAL and California PAL Membership**
 - a. Process
 - b. Advantages/challenges

- I. **INTRODUCTION**
 - a. Welcome and Overview
 - b. Statement of Purpose
 - c. Course Objectives

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II. Communications

Minimum Topics/Exercises:

- Officer safety
- Escalation versus de-escalation
- Communication elements
- Listening skills
- Questioning techniques
- Persuasion
- People with disabilities
- Team communication during a critical incident
- Class Exercises/Student Evaluation/Testing

III. PROGRAM CREATION

- a. Idea to Establishing a PAL or Youth Program
- b. Community Needs Assessment
- c. Program Planning and Development
- d. Officer Role in Community Engagement
 1. Building trust and relationships with youth and families
 2. Strategies for effective communication and interaction

IV. INCORPORATION & BOARD

- a. Legal Requirements and Processes
- b. Board Member Recruitment and Responsibilities
- c. Governance and Organizational Structure
- d. Officer Involvement in Governance
 1. Serving on the board
 2. Providing insights and feedback from the field

V. MARKETING & MANAGEMENT

- a. Developing a Marketing Plan
- b. Recruitment Strategies
- c. Retention Techniques
- d. Program Management Best Practices
- e. Officer's Role in Outreach
 1. Engaging with community members
 2. Promoting programs through local events and networks

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VI. MARTIAL ARTS & SPORTS

- a. Overview of Offerings
- b. Compliance with NGB Regulations
- c. Training and Certification for Coaches
- d. Officer Involvement in Sports Programs
 - 1. Coaching and mentoring
 - 2. Encouraging youth participation

VII. MENTORING, TUTORING & TRIPS

- a. Designing Tutoring Programs
- b. Establishing Mentoring Relationships
- c. Planning and Organizing Field Trips
- d. Officer Participation in Activities
 - 1. Acting as mentors and role models
 - 2. Supervising and supporting youth during trips

VIII. INTERNS & VOLUNTEERS

- a. Volunteer Recruitment and Training
- b. Developing College Partnerships
- c. Managing and Evaluating Interns
- d. Officer Engagement with Volunteers
 - 1. Coordinating volunteer activities
 - 2. Providing training and support

IX. ENRICHMENT & ARTS

- a. Developing Arts and Enrichment Activities
- b. Securing Resources and Partnerships
- c. Promoting Creativity and Cultural Awareness
- d. Officer Support in Enrichment Programs
 - 1. Facilitating activities
 - 2. Encouraging youth involvement in the arts

X. PARTNERSHIPS & AGREEMENTS

- a. Identifying Potential Partners
- b. Drafting and Managing MOU's and MOA's
- c. Understanding and Mitigating Liabilities
- d. Officer Role in Partnership Development
 - 1. Establishing and maintaining relationships

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2. Representing PAL in community and partner meetings

XI. FUNDING

- a. Identifying Funding Sources
- b. Developing Fundraising Strategies and Events
- c. Grant Writing and Management
- d. Officer Participation in Fundraising
 1. Assisting in fundraising events
 2. Promoting funding needs to community and stakeholders