



2025 TRAINING PLAN COURSE UPDATE

March 28th, 2025



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TRAINING UPDATE



Please read the following important updates regarding the training schedule due to unforeseen delays in the completion of key policy updates.

Use of Force Training

- Due to delays in the completion of the updated Use of Force policy, the start date for Day 1: Use of Force training has been rescheduled from March 3rd to April 18th. As a result, the end date for Day 3: Use of Force training will conclude on August 13th.

Police Misconduct, Wellness, and the Early Intervention System (EIS)

- Consequently, the 8-hour training session on Police Misconduct, Wellness, and the Early Intervention System (EIS), originally scheduled between July 1st and August 8th, will now be held from September 7th to October 18th.

Field Training Officer Course

- The Training Division will be conducting a 4-hour Fundamentals in Field Training Course starting on March 25th to introduce the Field Training Officer (FTO) position to new FTOs, as well as introduce current expectations to existing FTOs.
- The 40-hour FTO Training Course will be scheduled fall 2025 and will be mandatory for all current FTOs.

TRAINING UPDATE

Stop, Search, Citation and Arrest (SSCA) and Non-Discriminatory Policing (NDP) Training

- In addition, due to delays in finalizing the updated Stop, Search, Citation and Arrest (SSCA) and Non-Discriminatory Policing (NDP) policies, the combined SSCA and NDP training, initially scheduled for an earlier date, has been postponed. The tentative new delivery start date for this training is now set for February 8th, 2026.

New Supervisor Orientation

- The Training Division will be hosting a New Supervisor Orientation, which is mandatory for all newly promoted sworn personnel. This includes those who have recently been promoted but have not previously attended the orientation course. The orientation will take place from April 28th to May 2nd at the Strategic Operations Center (SOC).

The 2026 Training Calendar is currently under development. However, in the interest of transparency, we have included the preliminary version in its existing form with this document.

The Training Division appreciates your understanding as we work to ensure all policies are finalized and the necessary training can be conducted effectively. Please feel free to reach out with any questions or for further clarification.

-MPD Training Unit Staff



2026

TRAINING	QUARTER 1			QUARTER 2			QUARTER 3			QUARTER 4		
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
IMPACT	█								█			
Instructor Development Course (IDC)		█							█			
Stop, Search, Citation, Arrest		█										
Non-Discriminatory Policing		█										
Field Training Officer (FTO) 40hr			█									
New Supervisor Orientation				█								
Supervisor Course- 4 days					█							
Wellness/EIS							█					
Handgun Skills								█				
Crisis Intervention									█			
Instructor Development Course (IDC) Refresher									█			
Use of Force										█		



CRISIS INTERVENTION TRAINING (CIT)



- Crisis Intervention Training is an 8-hour refresher course designed to continue to develop the officers' skills in de-escalation and communication when responding to a person in crisis call. This training will be taught by the MN Crisis Intervention Team and involves classroom exercises and scenarios at their training facility to provide a better learning environment for students while involving actors as role players in various crisis situations.
- In 2025, MN CIT is actively revising its 40-hour course for new officers to align with MPD's updated learning objectives and strategies. This collaborative effort aims to significantly improve the initial CIT training that recruits receive at the academy. MPD's CIT 8-hour refresher in-service course will benefit from integrated feedback from MDHR, ELEFA, and officers who have shared valuable insights on how to enhance the training.



2025 In-Service Training Overview



ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT (ABLE) TRAINING

- ABLE Training will be taught in conjunction with Spring 2025 Use of Force Training. ABLE consists of interactive classroom training, small group discussions, and table-top exercises regarding wellness, duty to intervene, and overall health and well-being of law enforcement officers.

USE OF FORCE TRAINING



- Use of Force Training is designed to develop safe tactics and expectations for officers to apply constitutional use of force and de-escalation tactics. Officers will show proficiency in applying skills in de-escalation, policy knowledge, critical-thinking, ethical decision-making and peer intervention through exercises and scenario-based training. This is a three-day, 24-hour training that will also include Taser and ABLE refreshers. The course will be co-taught by STORM Training Group and MPD training staff.
- Use of Force training is firmly grounded in MPD's Critical Decision-Making Model. Officers will engage in scenario-based exercises, applying the key steps of the CDM model and participating in debriefing sessions to analyze outcomes and identify areas for improvement. This approach will foster a culture of continuous learning and improvement in the use of force.

The following is a brief breakdown of the Use of Force schedule:

- DAY 1: This day will primarily focus on MN POST-mandated training for 2025, encompassing soft-empty hand techniques within the context of use of force. Additionally, officers will receive a comprehensive introduction to the new Axon Taser 10 platform, including scenario-based learning to familiarize themselves with its capabilities and appropriate applications.
- Day 2 and 3: These two days will feature hands-on, scenario-based learning focused on operational use of force. The training will be deeply rooted in MPD's new Use of Force policy and existing laws. The Training Division will extensively utilize two gymnasiums in its training facility, equipped with portable training walls (Portable Training Facility (PTF)) to create a realistic training environment.

2025 In-Service Training Overview



THE FOLLOWING FOUR COURSES WILL BE TAUGHT IN A SINGLE 8-HOUR TRAINING DAY

POLICE MISCONDUCT TRAINING

- MPD's Internal Affairs Unit will conduct a comprehensive training session on policies related to police misconduct and investigations. The training will cover officers' duty to identify and report misconduct, as well as the policies governing failure to report violations and retaliation against those who report misconduct. Additionally, the training will provide information about the available resources for reporting misconduct.

EARLY INTERVENTION SYSTEM (EIS)

- MPD's EIS Unit will deliver a training session on the EIS program. This training will provide baseline knowledge on how the program will improve support and wellness to its officers, which includes identifying which supports and interventions are most helpful to officers and develop support and training based on MPD feedback and evidence-based practices. Used primarily as a function of wellness, the EIS program will be used by supervisors to identify at-risk behavior by officers under their command, and to provide individualized interventions and support to address the at-risk behavior before larger problems, such as policy violations arise. The system is not punitive or disciplinary in nature. Rather, it is meant to identify officers who may need assistance or guidance. The system is entirely separate from the City's and MPD's accountability systems for officers and other employees.

OFFICER WELLNESS

- This training will recognize that officer health and wellness is integral to officers' responding effectively and lawfully in high-stress situations. Training will include topics on stress management, alcohol and substance abuse, officer psychological and emotional wellness and information on support services that Minneapolis provides its officers.

SETTLEMENT AGREEMENT

- This training will address the policy, training, and operational requirements of the MDHR Settlement Agreement for all MPD staff. Conducted by the City Attorney's Office, the training will promote transparency regarding the steps MPD is taking to reinforce an agency culture that values humanity, dignity, de-escalation, and the civil rights of individuals.

2025 In-Service Training Overview



HANDGUN SKILLS AND MEDICAL AID



- This firearms course will include an 8-hour training day integrated with mandatory medical training at the Forest Lake Sportsman's Club (FLSC). The course will cover the MN P.O.S.T.-required firearms training necessary to fulfill individual officer license requirements. This training will also address training unit-identified firearm and tactic deficiencies, along with equipment updates and potential additional equipment. Range staff will inspect duty equipment to ensure officers comply with policies and have equipment in serviceable condition.
- Medical training will be conducted by the MPD Medical Team and will cover appropriate law enforcement responses to administering Narcan, tactical responses to medical trauma, the use of Automated External Defibrillators (AEDs), and cardiopulmonary resuscitation (CPR).



STOP, SEARCH, CITATION AND ARREST (SSCA); NON-DISCRIMINATORY POLICING (NDP); DISORDERLY CONDUCT AND OBSTRUCTING THE LEGAL PROCESS



- Stop, Search, Citation, Arrest, and Non-Discriminatory Policing are foundational to MPD's core values of providing professional, constitutional policing to all individuals. Disorderly Conduct and Obstructing the Legal Process will also be integrated into this 32-hour training course.
- MPD's Training Division intends to partner with Exceptional Edge Consulting LLC to develop this coursework. Following a train-the-trainer course, MPD instructors and the Minneapolis City Attorney's Office will provide the instruction.
- This course will establish a policy-driven framework that officers can safely use when developing reasonable articulable suspicion and probable cause under the law. Additionally, officers will receive in-depth training on non-discriminatory policing practices, promoting a more procedurally just MPD.
- These courses will be taught over four days through a combination of training modalities, including classroom instruction and scenario-based education.



2025 Additional Training Overview



POLICE MISCONDUCT INVESTIGATOR TRAINING



- This 16-hour training course is designed for current police misconduct investigation personnel. It leverages adult-learning techniques and provides numerous opportunities for investigators to enhance their interviewing and investigative skills. The course covers a range of learning objectives, including effective complaint intake, principles of procedural justice, evidence handling, thorough documentation, assessing witness credibility, and other related topics.



2025 Additional Training Overview



EMERGENCY VEHICLE OPERATIONS COURSE (EVOC)



- EVOC (Emergency Vehicle Operator Course) is a specialized training program designed to teach MPD officers how to operate police vehicles safely and effectively in emergency situations. A portion of the course is taught online addressing vehicle dynamics, defensive driving techniques, and policy and procedures. Practical driving exercises simulating real-world scenarios, such as pursuit driving, emergency braking, and vehicle maneuvering, are conducted on the track at Dakota County Technical College in Rosemount, MN. MPD conducts policy training both online and in-person, while the 4-hour EVOC driving component is contracted out to the college. The goal of EVOC training is to enhance officer safety and reduce the risk of accidents during emergency responses.
- This course is a MN POST Board requirement every 5 years. MPD mandates this course every 3 years for all sworn personnel.

INSTRUCTOR DEVELOPMENT COURSE (IDC)



- The goal of this 40-hour IDC is to develop an active adult learning instructional model, practice presentation and facilitation skills, and utilize learning activities with facilitated debriefs as an instructional methodology. Students will acquire facilitation skills and an understanding how to employ adult learning methodologies appropriate for various law enforcement topics. This course is mandatory for all current full-time and part-time instructors and optional for all adjunct instructors.
- In Fall 2025, all IDC-trained staff who became certified in 2024 will attend an 8-hour IDC refresher course, which will be developed in 2025.





CUSTOMER SERVICE TRAINING



- Based on extensive feedback from the 2025 Training Needs Assessment, it was determined that there is a strong need for the Training Division to deliver a customer service training program aimed at fostering community trust with MPD.
- The 2024, MPD Command Staff and the Training Division will participate in a Customer Service training conducted by the City of Charlotte, North Carolina, Police Department. Following this training, a decision will be made regarding whether MPD will contract with Charlotte PD to develop an online training program or if the MPD Training Division will develop its own training to address the immediate needs of the department and community.
- Customer Service training will be delivered in 2025.



TRAINING FOR NEW FTOS

- This 40-hour course will develop Field Training Officers (FTOs) to effectively coach, mentor, lead, and evaluate Officers-In-Training (OITs) throughout the FTO phases. FTOs will receive clear guidelines on the training process and how to guide and evaluate OITs to become critical thinkers and constitutional police officers.
- Curriculum development is anticipated to be completed and approved in January 2025. The 40-hour coursework will be used to develop the 8-hour FTO refresher course, tentatively scheduled for Fall 2025.



MPD RANGE QUALIFICATION



- Throughout 2025, MPD's Range Unit will conduct several qualifications for equipment that officers are required to carry or have optional certification requiring annual qualifications. These trainings will include:
 - Handgun Qualifications for all sworn personnel
 - Patrol Rifle Qualifications for all patrol rifle operators
 - 40-mm Operators course, new and renewals
 - Red Dot Sight (RDS) optics course for operating a RDS equipped handgun





2025 Mandatory Supervisor Training Overview



SUPERVISOR FORCE REVIEW

- This 10-hour course, taught by MPD staff, will address the policies and expectations of supervisors when responding to a use of force incident. The course will emphasize the critical role supervisors play in promoting humanity, dignity, and civil rights of all individuals, fostering community trust in MPD. Additionally, this training will provide the framework and policies for collecting and documenting all use of force applications.
- Due to potential policy changes and evolving supervisor needs, a tentative refresher training for Supervisor Force Review may be scheduled for Fall 2025, either in-person or online.

EARLY INTERVENTION SYSTEM (EIS) FOR SUPERVISORS



- This 2–4-hour course, taught by the MPD EIS Unit, will focus on the supervisor's role in supporting officers under their command through individualized interventions to address at-risk behaviors. Supervisors will learn how to effectively use the EIS dashboard to facilitate appropriate intervention and support, emphasizing non-disciplinary corrective actions.

STOP, SEARCH, CITATION, & ARREST; NON-DISCRIMINATORY POLICING FOR SUPERVISORS

- This course is tentatively scheduled to be 4-hours, providing supervisors with training on the new policies and procedures for SSCA and Non-Discriminatory Policing. The training will focus on how to best support officers under their command in implementing constitutional and procedurally-just policing practices. This training will include both in-class and scenario-based learning modalities.



2025 Mandatory Supervisor Training Overview



NEW SUPERVISOR ORIENTATION COURSE

- This 40-hour course is designed to provide all newly-promoted supervisors with comprehensive training to facilitate a successful transition into their supervisory responsibilities.
- With the assistance of two new Curriculum Development Specialists hired in late 2024 and early 2025, the curriculum will be adapted to adult learning modalities, including table-top group exercises and scenario-based learning.
- Curriculum
 - Coaching/Mentoring
 - Tactical Leadership
 - Supervisor Force Reviews
 - Pursuits and Traffic Investigation
 - Negotiators and Drone Program
 - Payroll Systems
 - SWAT Overview
 - Human Resources
 - Settlement Agreement Overview
 - Health and Wellness
 - Internal Affairs Overview
 - Report Writing System (PIMS)
 - Search Warrants
 - Ethics
 - Procedural Justice and Duty to Intervene
 - Critical Incidents
 - BWC Audits
 - Patrol Operations for Supervisors
- New Lieutenants will be pulled out during BWC Audits training receive training on Watch Commander duties



SUPERVISOR LEADERSHIP COURSE

- This is an 8-hour course designed to equip supervisors with tools to be effective leaders in the MPD. Courses will enhance supervisors' skills in coaching, mentoring, projecting expectations and accountability, building community partners, constitutional policing, and identifying potential misconduct.

