

Tamara D. Herold, Ph.D.

University of Nevada, Las Vegas

# ASSESSING INTERNATIONAL POLICE TRAINING

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Workshop #2

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SCIENCES • ENGINEERING • MEDICINE



Committee on Law and Justice

**Evidence to Advance Reform in the  
Global Security and Justice Sectors:  
A Workshop-based Consensus Study  
Series**



What are the core knowledge and skills needed for police to promote the rule of law and protect the population?

**What is known about mechanisms (e.g., basic and continuing education or other capacity building programs) for developing the core skills needed for police to promote the rule of law and protect the population?**

# PURPOSE OF POLICE TRAINING

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# PURPOSE

**effectively convey  
core knowledge and  
develop skills needed  
to promote the rule of  
law and protect the  
population**

# GOALS



Be evidence based



Do no harm



Support problem  
solving



Promote good  
discretion

# POLICE TRAINING OVERVIEW





# CURRICULUM CONTENT

No international standards

- Operations
- Weapons/Defensive Tactics
- Legal
- Self-improvement

Curriculum drivers



## SETTINGS AND METHODS

Controlled  
(classroom) and  
Experiential (field)

Authoritarian/Paramilitary  
versus Adult Learning Models

- Andragogy (~25%)
- Problem Based Learning (~15%)
- Cognitive Load Theory



# INSTRUCTORS

Trust and legitimacy

Teaching narratives

Religious, ideological,  
cultural, and identity barriers

# **POLICE TRAINING EVALUATIONS**



Assessment of training  
programs

Knowledge/skill decay

Recruit versus in-service  
training



Quantitative/Qualitative/  
Mixed Methods

Methodological rigor

Procedural justice  
Implicit bias  
De-escalation/Social interaction  
Workplace diversity attitudes



Training can change targeted police behaviors, justice-related outcomes, and police-public interactions

Unanticipated outcomes

Situational factors

- Implementation failure
- Trainer selection/performance





Geographic and size  
biases



GENERALIZABIL  
ITY

# CONCLUSIONS AND RECOMMENDATIONS



- Prevention is possible.
- All trainings are not equal.
- Training necessitates evaluation.

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## CONCLUSIONS AND RECOMMENDATIONS