

Fanshawe College

FIRST: Fanshawe Innovation, Research, Scholarship, Teaching

Program Review Reports

Advanced Police Studies

2021

Program Review 2021 - Final Report - APS

Fanshawe College

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Final Report: Executive Summary

Process

- Planning & Mapping Meeting February 18, 2022, March 11, 2022
- Internal Focus Group April 8, 3033, May 11, 2022
- Student Survey April 20, 2022
- External Feedback Meeting May 16, 2022
- Recommendation Summary Completed May 25, 2022
- Prioritizing & Action Plan Meeting June 2, 2022

Program Review Committee

- Mark Hunter, Associate Dean, School of Public Safety
- Andrew Murray, APS Coordinator, School of Public Safety
- Sherry Jacklin, Coordinator, School of Public Safety
- Dee Morrissey, Curriculum Consultant, Centre for Academic Excellence
- Colleen Kelsey, Program Review and Development Coordinator, Centre for Academic Excellence

Priority Action Items

- Review all APS recommendations and timelines following approval of recommendations for substantial changes to Police Foundations.
- Add the required learning spaces/labs to support increased use of interactive and experiential learning methodologies as part of the Campus Master Plan for multi-program and community partner use.
- Investigate various practicum models to determine the model that best supports student achievement of program vocational learning outcomes while also accommodating host service preference and practical considerations.
- Complete curriculum modifications to increase conflict resolution content within the curriculum, collapse the two community policing courses into one two-hour course, and Increase course hours for PFLP-6012 from 10 to 20 hours.
- Review and revise admission requirements (i.e., fitness requirements) based on input from PAC members and recruiters to ensure alignment with evolving hiring practices.

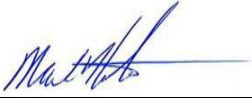
Program Highlights

- Industry subject matter experts are engaged as part-time faculty.
- A high percentage of graduates are employed in career policing positions.
- Practicum partnerships allow students unique access to front-line policing in an observational role with two police services.
- The program embeds current hiring practices and standards.
- Feedback about graduates from employers is stellar (“APS graduates are 6 months ahead of cadets from Ontario Police College in terms of development” – quote from PAC member).

- Minimal attrition – faculty team invest a lot of time in the admissions process to ensure applicants are appropriate for the program.

Final Report: Approvals

June 30, 2022



Mark Hunter, Associate Dean, School of Public Safety

July 12, 2022



Susan Cluett, Acting Dean, Faculty of Health, Community Studies, and Public Safety

July 13, 2022



Greg Yantz, Director, Centre for Academic Excellence

July 20, 2022



Gary Lima, Senior Vice President, Academic

Final Report: Action Plan

To summarize internal, external, and student recommendations and develop a proposed 5-year action plan with accountability and timelines.

Instructions

- Review Data Summary to select 3-5 priority recommendations from the focus groups.
- Draft recommendations into action items.
- Identify accountability, timelines, and budget implications (if applicable) for each action item.
- Identify key stakeholders for feedback loop to share the Program Review Final Report.

INTERNAL FOCUS GROUP		
Priority Recommendations	Action Items	Accountability/Timeline/Budget
1. Increase the conflict resolution content in the curriculum: Add a two-hour follow-up course to PFLP-6004, Conflict Resolution to Level 2, perhaps titled Crisis Intervention. Additional content will include de-escalation techniques and more scenarios.	Increase the conflict resolution content in the curriculum: Add a two-hour follow-up course to PFLP-6004, Conflict Resolution to Level 2, perhaps titled Crisis Intervention. Additional content will include de-escalation techniques and more scenarios.	Accountability: Program Coordinator, Faculty Timeline: December 1, 2022 to meet Curriculum Modification deadline Budget: Curriculum development costs
2. Collapse the two community policing courses into one two-hour course (Level 1) that will include the community policing project.	Collapse the two community policing courses into one two-hour course (Level 1) that will include the community policing project.	Accountability: Program Coordinator, Faculty Timeline: December 1, 2022 to meet Curriculum Modification deadline Budget: Curriculum development costs
3. Increase course hours for PFLP-6012, Police Applicant Process & Preparation, from 10 to 20 hours.	Increase course hours for PFLP-6012, Police Applicant Process & Preparation, from 10 to 20 hours.	Accountability: Program Coordinator Timeline: December 1, 2022 to meet Curriculum Modification deadline Budget: None
4. Add culminating skills assessments (capstone) at the end of Level 1 and 2, with the first assessment being lower stakes and the second being higher stakes.	Connect with Tania Killian to collaborate on adding culminating skills assessments (capstone) at the end of Level 1 and 2.	Accountability: Program Coordinator, Faculty Team, Manager – Simulation Laboratories Timeline: For Fall 2023

INTERNAL FOCUS GROUP		
Priority Recommendations	Action Items	Accountability/Timeline/Budget
This approach is used by the Ontario Police College.		Budget: Curriculum development costs, simulation costs (police officers as actors/roleplayers)
5. Review and revise admission requirements (i.e., fitness requirements) based on input from PAC members and recruiters to ensure alignment with evolving hiring practices.	Review and revise admission requirements (i.e., fitness requirements) based on input from PAC members and recruiters to ensure alignment with evolving hiring practices.	Accountability: Program Coordinator Timeline: October 2022 (ongoing) Budget: None
6. Add the required learning spaces/labs to support increased use of interactive and experiential learning methodologies (e.g., store, hospital waiting room, hospital room/bay).	Add the required learning spaces/labs to support increased use of interactive and experiential learning methodologies as part of the campus master plan for multi-program and community partner use.	Accountability: Associate Dean, Program Coordinator, Manager – Simulation, Facilities Timeline: Fall of 2022 (for staged implementation starting in Fall 2023) Budget: Considerable TBD

EXTERNAL FEEDBACK MEETING		
Priority Recommendations	Action Items	Accountability/Timeline/Budget
1. Communicate to students that recruiters are seeking candidates who possess the following traits: integrity, initiative, motivation.	Communicate to students that recruiters are seeking candidates who possess the following traits: integrity, initiative, motivation. Embed in application process, orientation and Police Applicant Process and Preparation course.	Accountability: Program Coordinator Timeline: ongoing Budget: None
2. Maintain physical fitness requirements for admission and graduation, aligning expectations with current hiring practices of police services.	Maintain physical fitness requirements for admission and graduation, aligning expectations with current hiring practices of police services.	Accountability: Program Coordinator Timeline: ongoing Budget: None
3. Investigate various practicum models to determine the model that best supports student	Investigate various practicum models to determine the model that best supports student achievement of	Accountability: Program Coordinator, Associate Dean

EXTERNAL FEEDBACK MEETING		
Priority Recommendations	Action Items	Accountability/Timeline/Budget
achievement of program vocational learning outcomes while also accommodating host service preference and practical considerations.	program vocational learning outcomes while also accommodating host service preference and practical considerations.	Timeline: October 2022 (and December 1, 2022 to meet Curriculum Modification deadline if change to program structure) Budget: Curriculum development costs

STUDENT SURVEY and FOCUS GROUP		
Priority Recommendations	Action Items	Accountability/Timeline/Budget
1. Consider retaining blended delivery for some courses, particularly those in Level 2.	Consider retaining blended delivery for some courses, particularly those in Level 2.	Accountability: Program Coordinator, Faculty Timeline: Fall 2022 (for Fall 2023 intake) Budget: Curriculum development costs
2. Interview students and partners to assess the pros and cons of one ten-week practicum before reverting to the former model (i.e., two five-week practicums).	See External #3	
3. Consider adding a written element to the current admission requirements and adding more opportunities to develop written and verbal communication skills within the program.	Evaluate feasibility of addition to admissions process, assess curriculum for opportunities to increase written and verbal communication skills.	Accountability: Program Coordinator, Faculty Timeline: October 2022 Budget: Minimal

FEEDBACK LOOP
Identify key stakeholders based on action items
Program Review and Development Coordinator will share a copy of the report with: <ul style="list-style-type: none"> • Coordinators, Associate Dean, Dean • FIRST repository • Manager, Simulation Laboratories • Facilities The School will share a copy of the report with: <ul style="list-style-type: none"> • PAC Members

FEEDBACK LOOP

Identify key stakeholders based on action items

- Faculty Team