

Training Council "RECAP"

By Michael Grodi, CEO/Executive Secretary

April 2022



Congratulations Bob Noordhoek on Retirement!

This month's issue of the RECAP is bittersweet, as the MSCTC and the Advisory Board say goodbye to Bob Noordhoek. Bob has earned well deserved retirement after manning the helm of the MSCTC for over 10 years.

When Bob first took over the position of CEO of the Council, none of the members really knew what to expect. However, it became very clear, very quickly, that Bob was on a mission to get the Council and Advisory Board headed in the right direction. His steadfast leadership and ability to make decisions in the best interest of the organization helped with establishing the mission of the MSCTC that still drives it today.

Bob had a simple mantra, "Let's just get to training." It was just that simple. Yet, that battle cry led advances such as creation of the LCOTS System which tracks all Local Correctional Officer Training in the State of Michigan. He was also essential in creating both the LCOPAT and Written Tests which are still used today and have raised the level of candidate and professionalism for Sheriff's Offices all over the State. Bob encouraged and supported some of the first grants ever written in the history of the MSCTC and created an open dialog between the MSCTC and all of its stakeholders.

I truly feel that the impact that Bob has made on the MSCTC and the Advisory Board can never be fully measured because the sheer volume of those changes and programs. There are just too many to list. I do know that he has made a permanent mark on me as both a leader and a person. I consider myself fortunate to have been a passenger on this ride for the last decade or so. Witnessing Bob work through both the good times and the bad times has helped me prepare for the continued journey ahead for the MSCTC and myself. Quite simply, Bob was the right person at the right time for the MSCTC, we were lucky to have him for the time we did.

Please help me wish Bob the best on his retirement. I can think of no one that deserves it more than him.

**IMPORTANT REMINDER TO SUBMIT YOUR IN-SERVICE TRAINING
WAIVER REQUEST ASAP!**

With 2021 now behind us, it is important to submit Waiver Requests for your Corrections Officers who have not completed their 2021 In-Service Training requirement. The requests should be submitted to our office at your earliest convenience in order to be considered at the April 26, 2022 Council meeting.

If you have a Corrections Officer on your LCOTS roster who has not completed their minimum 20-hours of In-Service Training, which includes at least 2 hours of Mental Health training, and a Waiver Request Form is not submitted, your county will not receive a 2021 100% Compliance Certificate.

Reminder: In order for your Corrections Officers to be in compliance with having at least 2 hours of mental health training each year, the training must be recorded under the "Mental Health" category in the LCOTS system. If the training is not recorded under "Mental Health", it will **not** be recognized as meeting the requirement.

For your convenience, here is the link to the Waiver formula: [MSCTC In-Service Training Waiver Requirements](https://www.msctc.org/Waiver-Requirements) (misctc.org)

Please let us know if you need a Waiver Request Form by contacting eyoung@msctc.org or mgrodi@msctc.org.

Thanks for your assistance.

Jail Administrator Spotlight

(Submitted by Sanilac County)

Ryan McConnachie
Sanilac County Sheriff's Department
Jail Administrator



In 1997 I joined the Sanilac County Sheriff's Office as a Law Enforcement Explorer. During my time as an Explorer I was able to spend many hours in the jail learning the field. After graduating High School, and completing two years of community college, I was hired in to the Sheriff's Office in May of 2003. I started as a part-time Corrections Deputy, and as many in our field my intentions were to transition to the road someday. After a little less than a year I was promoted to full-time and I was finding my niche as a Corrections Deputy. I decided to make a career in Corrections and work towards becoming a Sergeant. I became a Field Training Officer and a Local Corrections Academy instructor and was able to instruct on several other topics for in house training. In 2014 I was promoted to Sergeant and continued to develop my leadership abilities through multiple training opportunities. After 5 years as Sergeant I was promoted to the Jail Operations Lieutenant, where my main responsibilities were handling all day to day operations of the Jail. During my time as Jail Operations Lieutenant I also worked closely with the Jail Administrator to prepare for my future transition into this position. On March 13th, 2022 I officially took over the responsibilities as Jail Administrator.

During my career at the Sheriff's Office I have been able to attend many trainings that have helped me become successful in this career. In 2004 I completed the Kirtland Community College Local Corrections Officer Academy. I am a graduate of Michigan State University's 13th School of Staff and Command, and most recently attended the Michigan Jail Command Staff Academy by NIJO, MSCTC, and MMRMA.

"With a great staff behind me I am excited for the future of the Sanilac County Jail"

Recent Graduations

Lansing Community College

(Submitted by Lansing Community College)

Lansing Community College graduated the 11th Local Corrections Academy on Friday, March 14th, 2022. Twenty-one officers from 10 different Sheriff Offices plus two pre-service were represented including, Clinton, Eaton, Ingham, Ionia, Jackson, Livingston, Kent, Montcalm and Washtenaw. Congratulations to these officers as they return to their agencies and good luck in their careers!



Marquette County Sheriff's Office

(Submitted by Marquette County Sheriff's Office)

The Marquette County Sheriff's Office is proud to announce the graduates from its 2022 160 hour Local



Corrections Officer Academy. The graduating class was comprised of 15 officers from 7 Upper Peninsula Counties. The Academy ran from February 22nd 2022 to April 1st 2022. Topics covered included Custody and Security, Booking and Intake, Prisoner Mental Health, Suicide and Behavior Awareness, Correctional Law, Ethics and Cultural Diversity, Report Writing, Stress Management, CPR/First Aid, Fire Safety, Interpersonal Communications, PREA and Professionalism, and Defensive Tactics.

All instruction was provided by Marquette County Sheriff's Office staff who are Michigan Sheriff's Coordinating and Training Council certified instructors. The academy was coordinated by Lieutenant Jason Kangas of the Marquette County Sheriff's Office. (Pictured below)

TWO IMPORTANT REMINDERS REGARDING LOCAL CORRECTIONS OFFICERS

Corrections Officers and The LCOTS System

When a Corrections Officer is hired in your agency, whether a brand-new hire or a transfer from another Sheriff's Office, it is important to make sure that person is entered into the LCOTS system.

For a brand-new Corrections Officer, you must first log-in to the LCOTS System, then follow these steps:

1. Select "Enter New Officer" and complete all requested information.
2. Select "Add Officer To Data Base".
3. Select "Add Officer To Your (agency) Roster" and complete all requested information.
4. Select "Confirm Roster Entry".

For a Local Corrections Officer that may have transferred from another agency, you must first log-in to the LCOTS System, then follow these steps:

1. Select "Add Officer To Your (agency) Roster" and complete all requested information.
2. Select "Confirm Roster Entry".

It is important to follow these steps to ensure the Corrections Officer becomes part of your

agency's Roster.

Time Frame to Complete a Local Corrections Officer Academy

Once hired by a Sheriff's Office, a Corrections Officer has one (1) year from their **original** hire date to complete the Local Corrections Officer Academy. An example: if a Local Corrections Officer is hired by another Sheriff's Office on May 10 of 2022, and is then hired by your agency in September, 2022, the one (1) year requirement begins in May, 2022, **NOT September, 2022**, so your agency would have to send the officer to a Local Corrections Officer Academy no later than May 10, of 2023.

Remember, it's always one (1) year from the original date of hire.

Please feel free to contact us with any questions.

MSCTC On-Line In-Service Training DACOTA Spotlight – April 2022

(Submitted by National Institute for Jail Operations)

Through a training partnership with MSCTC, the National Institute for Jail Operations provides Michigan agencies with engaging legal-based online training through DACOTA —NIJO's Detention and Corrections Online Training Academy. All DACOTA curriculum is approved for all levels of [NIJO Professional Certification](#) (NCCO, NCCS, and NCCE).

Currently, the DACOTA Catalog contains 69 online courses providing 75 CEUs of corrections-specific training based on what the law requires for running safe and secure facilities. As of the end of February 2022, Michigan DACOTA online learners have completed 1,152 courses and 1,281 credit hours. As of the end of the February, 30 Michigan agencies have learners getting trained in the DACOTA platform. (NOTE: If your agency is not currently signed up for DACOTA, contact Haley Gardner at NIJO to get started! (hgardner@jailtraining.org or 801- 810-5245)

NIJO is happy to recognize the following agencies who had the most learners complete courses in DACOTA in the month of March. Congratulations to:

1. Jackson County Sheriff's Office
2. Cass County Sheriff's Office
3. Monroe County Sheriff's Office

We are also pleased to recognize the following individuals who completed the most DACOTA courses in March:

1st Place

Don Appoloni – Cass County Sheriff's Office

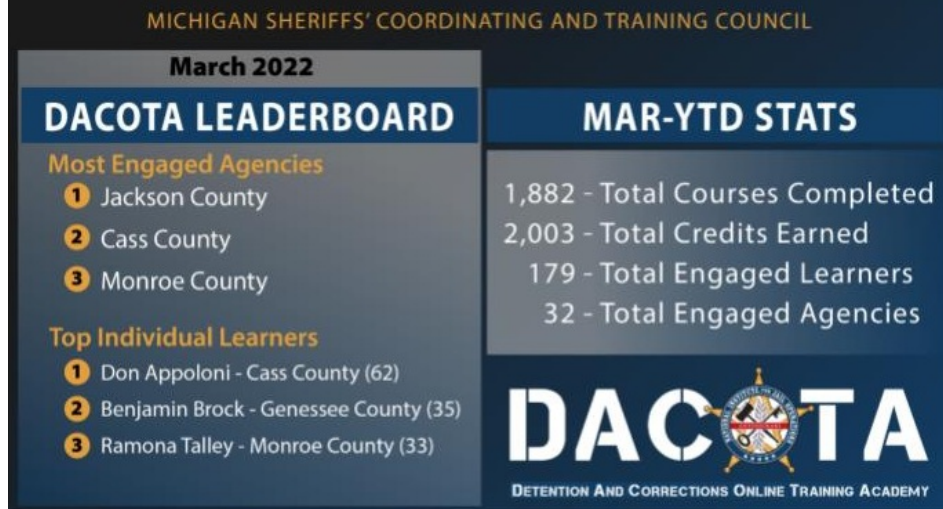
2nd Place

Benjamin Brock – Genessee County Sheriff's Office

3rd Place

Ramona Talley – Monroe County Sheriff's Office

Congratulations to these individuals and agencies for your outstanding efforts and staying engaged in continuously learning.



ENHANCE YOUR CAREER BY GETTING CERTIFIED

All courses in DACOTA are pre-approved for all levels of NIJO Professional Certification. Learn more about NCCO (National Certified Corrections Officer), NCCS (National Certified Corrections Supervisor), NCCE (National Certified Corrections Executive) by [clicking here.](#)

Director of Training Report

By: MSCTC Director of Training Barbara Gould

HOW STAFF TRAINING CAN IMPROVE AGENCY RETENTION

Trained employees feel they have been 'invested in' by their Agency and are able to complete their job assignments with more confidence. Lasting self and Agency improvements are directly related to quality training. Individual growth, personal goal setting, and an alliance with Agency values has also been seen with excellent training. Improvements such as these, directly lead to the increased work performance and job satisfaction that is needed to create staff retention. Training can be used for motivation, boosting morale, liability protection, and continued Corrections advancement. Encouraging training outside of State and Agency requirements indicates the Agency is invested in their employees and wants them to succeed. Perks such as gift cards donated from local businesses can be used to reward those that train above the set requirements. In-service and Academy training should not just be done to check off the requirements box, training should also be conducted to inform and aide in the learning and growth process of Sheriff's Office Corrections Officers which cultivates staff retention. For more information on staff retention and improvement suggestions or trainings, please feel free to contact me.

MSCTC TUITION FREE* MICHIGAN JAIL FIRST LINE SUPERVISORY COURSE OFFERED!

The Michigan Jail First Line Supervisory Academy (MJFLSA) is a tuition FREE* intensive 32- hour correctional academy developed specifically for the First Line Supervisor and approved by the Michigan Sheriff's Coordinating and Training Council. The curriculum, designed and facilitated by the National Institute for Jail Operations, engages attendees to learn and apply these eight core management topics:

- Decision Making for First Line Supervisors
- Supervisor Report Writing and Litigation Preparation
- In-Custody Death and Response
- Proactive Liability Defense: Use of Administrative Segregation
- Leadership
- Personnel Management
- Communication and Relationships in the Work Setting
- Employee Wellness & Peer Support Groups

The first 16 hours of this 32-hours course is scheduled to be held on October 5 and 6, 2022, in Lansing, MI. The final 16 hours of this 32-hour course is scheduled on October 26 and 27, 2022, in Lansing, MI. **Attendance at both sessions is required to successfully complete and graduate from the Michigan Jail First Line Supervisory Academy.**

Interest supervisors that meet the following registration criteria can register for this dynamic training opportunity:

- Only 2 attendees per Agency/Sheriff's Office allowed.
- Limited to First Line Supervisors who work within a Local Corrections Office in Michigan.

For more information and registration instructions, please visit http://misctc.org/flyers/Training_00000115.pdf.

**Tuition FREE applies to Certified Local Corrections Officers- Command Staff Only. Attendee or their Agency are responsible for all fees associated with travel (including mileage), lodging, and meals not provided.*

LIMITED SPOTS AVAILABLE FOR THE MICHIGAN JAIL COMMAND STAFF ACADEMY BEGINNING APRIL 26, 2022!

In partnership with and presented by the National Institute for Jail Operations (NIJO) and cosponsored by the Michigan Municipal Risk Management Association (MMRMA), the next and only Jail Command Staff Academy (JCSA) in 2022 will begin on **April 26, 2022**, in Petoskey, MI at North Central Michigan College.

Program tuition* is sponsored by the MSCTC and was designed by NIJO to engage jail command staff that operate Local Correctional Facilities within Michigan. Upon completion of this 72-hour upper command course, successful graduates will receive an Academy Completion Certificate from the MSCTC and the MMRMA, along with approximately 72 credit hours that may be applied toward the NIJO National Certified Correctional Supervisor (NCCS) or National Certified Correctional Executive (NCCE) certification. This course can also be applied towards the yearly 20-hours of required annual training.

For more information and instructions on how to register, please visit http://www.misctc.org/flyers/Training_00000114.pdf. **Remaining spots are extremely limited and on a first come first serve basis.**

**Tuition FREE applies to Certified Local Corrections Officers- Command Staff Only. Attendee or their Agency are responsible for all fees associated with travel (including mileage), lodging, and meals not provided.*

ADDITIONAL IN-SERVICE TRAINING OPPORTUNITIES

1. The National Institute of Corrections (NIC) offers free online trainings through their NIC LearnCenter. Simply sign up for a free account and enjoy courses such as Inmate Suicide Prevention, PREA, Interpersonal Communication, and more. For more information on these free online trainings, please visit: <https://nic.learn.com>
2. American Jail Association's 41st Conference and Jail Expo will be held May 21 – 25, 2022, in Long Beach, California. The 2022 theme is: Adapt and Excel. For more information on this conference or AJA's other training opportunities, please visit: www.aja.org
3. The National Institute for Jail Operations (NIJO) has announced the following dates and locations for their legal based training known as JailCon:
 - June 6-8, 2022, in Scottsdale, AZ
 - August 16-18, 2022, in Huntsville, AL
 - October 11-13, 2022, in Indianapolis, IN

For more information on these conferences or other NIJO trainings, please visit: <https://jailtraining.org/>

If you have any questions, feel free to contact me. Thank you. Barbara L. Gould

Reminder to Submit Your 1st Q 2022 Booking Fees

Just a quick reminder that your 1st Q 2022 Booking Fees are due to the State by April 15, 2022. Also, please don't forget to include the Booking Fee Transmittal Form along with your check. Remember, each county can view their own Booking Fee transmittal activity in the LCOTS system.

Please feel free to contact us with any questions.

Council Meeting Schedule

Council Meeting

Tuesday, April 26, 2022 @2pm
Location: Kent County Sheriff's Department

Advisory Board Meeting

Tuesday, April 19, 2022 @2pm
Zoom Meeting

MSCTC-Sponsored "FREE TUITION" Training Scheduled*

- 1) [April 26-28, May 10-12, & June 1-3, 2022 Jail Command Staff Academy](#)
- 2) [May 23-26, 2022 - 32-Hour Instructor Development Course \(Train-The-Trainer\)](#) - Conducted by Todd Gilchrist and Barbara Gould
- 3) [August 30, 31 & September 1, 2022 - Fire Safety Instructor Development \(Train-The-Trainer\)](#) - Conducted by Lt. Corey Burks
- 4) [September 12 - 15, 2022 - 32-Hour Instructor Development Course \(Train-The-Trainer\)](#) - Conducted by Todd Gilchrist and Barbara Gould
- 5) [November 2, 2022 - Mental Health First Aid for Public Safety/Corrections](#) - Conducted by Sgt. Gary Fitzmaurice

Please click on the corresponding link for more information or to register for a training. All in-service training requirements and available courses can be found anytime at <http://www.misctc.org/training.html>

** This "FREE TUITION" training is for Certified Local Corrections Officers only. Participants are responsible for costs relating to travel, meals and lodging.

Local Corrections Officer Academies Scheduled or Rescheduled

As we receive notification from our educational partners that Local Corrections Officers Academies have been scheduled, for your convenience we will include the Academies and contact information in future RECAPS. Below is a current list of scheduled, Academies for the remainder of the year that have been provided to us.

For more information or to register for an Academy, please contact the Academy Director. To view a list of up-coming Academy Schedules at any time, please [visit here](#).

2022 Academies

Genesee County Sheriff Office – 5-2-2022 to 5-27-2022

***GCSO May 2022 LCO Academy is FULL and cannot take any more registrants.**

For more information or to register, please contact Kiona Graham at (810) 257-3255 or kgraham@co.genesee.mi.us

Macomb College – 5-2-2022 to 5-27-2022

For more information or to register, please contact Mike Ciaramitaro at (586) 498-4051 or ciaramitarom658@macomb.edu

Delta College – 5-9-2022-6-7-2022

For more information, or to register, please contact Tom Gillman at (989)686-9108 or thomasgillman@delta.edu

Alpena Community College – 6-1-2022 to 6-28-2022

For more information, or to register, please contact Lisa Blumenthal at 989-358-7296 or blumentl@alpenacc.edu

Mecosta-Osceola ISD – 6-1-2022 to 6-28-2022

For more information, or to register, please contact Mark Danielson at 231-796-5805 or mdanielson@moisd.org

Genesee County Sheriff Office – 8-8-2022 to 9-2-2022

For more information, or to register, please contact Kiona Graham at (810) 257-3255 or kgraham@co.genesee.mi.us

Lansing Community College – 10-17-2022 to 11-11-2022

For more information, or to register, please contact Tamara McDiarmid at (517) 267-5079 or mcdiart4@lcc.edu

"RECAP" BONUS

(Submitted by National Institute for Jail Operations)

NIJO Legal-Based Jail Guideline:

D06.01.01 – Disciplinary Policy & Procedure Violations

by Tate McCotter, NIJO Executive Director

KEY ISSUES:

“Why don’t you try to make me?”

“No, I am not going to do that, not now, not ever.”

The long list of negative inmate responses to disobey regulations and officer commands are well known and rehearsed to every correctional officer. One of the chief cornerstones required for effective inmate management is inmate discipline. Because inmates are persons who are convicted of or accused of violations of criminal law, it is obviously necessary to have punishment as an available option to encourage or coerce inmates to comply with inmate rules and regulations that might not otherwise be followed. However, inmate discipline can only happen when officers and inmates know the expectations, policies, procedures and process.

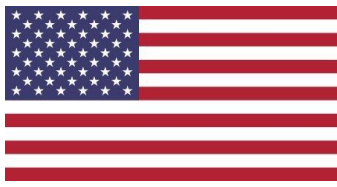
There are over a dozen [NIJO Legal-Based Guidelines](#) which are focused on inmate discipline; however, learn more about some operational practices that are worth highlighting.

Read more:

<https://jailtraining.org/lbjg-d06-01-01-disciplinary-policy-violations>

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*"A great attitude is not the result of success;
success is the result of a great attitude." -Earl
Nightingale*



CONTACT US