



Sheriff Christopher D. Connelly
Chairman

State of New Hampshire

POLICE STANDARDS & TRAINING COUNCIL

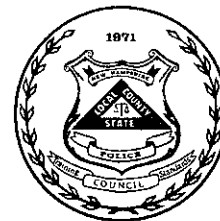
Arthur D. Kehas

Law Enforcement Training Facility & Campus

17 Institute Drive, Concord, N.H. 03301-7413

603-271-2133 – Fax: 603-271-1785

TDD Access: Relay NH 1-800-735-2964



John V. Scippa
Director

Public Minutes

June 27, 2023

Police Standards and Training Council

In attendance:

Chairman, Sheriff Christopher Connelly, Hillsborough County Sheriff's Office

Assistant Commissioner Paul Raymond, New Hampshire Department of Corrections

Chief Joseph Hoebeke, Hollis Police Department

Mr. Michael Harrington

Attorney General John Formella

Dr. Maureen Sullivan

Chief Emily Cobb, New London Police Department

Mr. Edward Lecius

Judge Sawako Gardner, Circuit Court Judge

Chief Kevin Rourke, Nashua Police Department

Mr. Christopher Stawasz

Officer Jaqueline Pelletier, Goffstown Police Department

Judge Melissa Countway, 3rd Circuit District Division, Ossipee

Chief Allen Aldenberg, Manchester Police Department

Dr. Robert Eckstein

Not in Attendance:

Sheriff Charles Massahos, Rockingham County Sheriff's Office

Vice Chairperson, Commissioner Helen Hanks, New Hampshire Department of Corrections

Staff Present:

Director John Scippa, Major David Parenteau (ret.); Captain Adam Hawkins, Attorney Stacie Moeser, Captain Thomas McCabe, and Anne Paquin, Investigative Paralegal.

Guests: Director Fallon Reed of New Hampshire Department of Corrections with candidate Olivia Littlefield

Chairman Connelly called the meeting to order at 9:04 a.m.

Chairman Connelly asked for a motion to approve the minutes of the May 23, 2023, PSTC meeting.

Motion by Chief Hoebeke, seconded by Chief Aldenberg to approve the meeting minutes from May 23, 2023. The voice vote was unanimous in favor of the motion, with Chairman Connelly, Assistant Director Paul Raymond and Officer Pelletier abstaining from the vote.

Director's Report – copy attached.

Director Scippa welcomed council member Dr. Robert Eckstein who was attending his first meeting in person after having attended meetings by Zoom.

In addition to his report for June, Director Scippa gave Council members additional information, regarding a proposal to certify adjunct instructors.

Director Scippa confirmed that the 122nd Corrections Academy would begin on July 24th.

The 283rd Part-Time Academy is scheduled to begin on July 29, 2023, however, only four recruits had been confirmed to attend; a minimum of ten recruits are necessary to initiate the class.

Three-Year Fitness Legislation

Director Scippa stated that PSTC staff has worked with a subcommittee of the State of New Hampshire Chiefs Association regarding a position paper to eliminate ongoing three-year fitness testing. The New Hampshire Chiefs position is they don't want to see the three-year fitness test eliminated, they prefer to leave it alone and allow PSTC to revisit the way the testing is accomplished; there may be an alternative test that we could provide.

Director Scippa further summarized:

- PSTC could hire an outside company that works in the area of fitness and statistics for PSTC to have a court defensible fitness test for incumbent officers.
- The estimate is \$100,000.00 to hire a company.
- The \$100,000.00 could be put to better use at PSTC.
- A possible proposal is that if the legislature doesn't vote to move forward, would it make sense to use the Cooper Fitness Standards for everyone using the 40-49 year-old female standards?
- Presently we have police officers testing in the female category between the ages of 40-49, and they pass those standards, Council allows them to continue with their certification, they've met the standard to be a police officer, using those particular set of physical standards.
- Is it fair to say that any other police officer who met those same standards could say they met the same standards that other police officers have met.
- The transition to that single cut does not cause younger male officers to have to work that hard to pass the test, but that's not the group we are really worried about.
- We're really worried about the older incumbent officers and their level of fitness as they go throughout their career.

- This is offered for Council consideration. Not asking Council to take a position or a vote on it. If it was thought further discussion would be needed, I would defer to the Chair. This is a thought I had moving forward.
- The understanding Director Scippa got from the Criminal Justice Committee at the legislature was that they would vote to support the bill to eliminate 3 year testing.
- PSTC wants to encourage overall officer wellness throughout their career, not just physically, but mentally, financially, spiritually, we want all that covered to build officer resiliency throughout their career.
- It would be difficult and expensive to develop an alternative test.

Discussion ensued between Council members and Director Scippa.

Chief Hobeke asked , What are the issues with the current testing battery? Why are changes needed?

- Cooper testing was robust in numbers and validation 20 years ago.
- The Cooper Aerobics Institute that developed the test does not exist any longer.
- It doesn't measure a police officer's level of fitness to do a police officer's job, it isn't job specific. It is age and gender specific.
- There are many physical aptitude tests measuring the ability to climb up and down stairs, handcuff, lift a dead weight and carry it a distance.
- The test should be more job related, job specific, it doesn't matter what gender or what age, it's your ability to do these things that an officer may be required to do.
- It would be nice to transition into this type of test. But for us to develop our own test, we're going to have to hire someone and that would come at a great cost.
- Alternatively, we can borrow a test that is being used in our area of the country that has been validated, as long as the relationship is shown between the job description of an officer in NH compared that to the job description of an officer in MA.
- More to follow, but Director Scippa wanted to share this information.
- The legislature may just take this out of our hands and move the bill forward.

Girls Incorporated Visit to PSTC

Chairman Connelly asked Director Scippa if he needed additional assistance with the Girls, Inc. visits; he had female officers that may be willing to help out. Chief Cobb volunteered, as did Dr. Sullivan.

Process to certify Adjunct Instructors

Director Scippa asked Council members about certifying adjunct instructors that teach at PSTC for police and corrections academies:

- Hold instructors to a level of accountability.
- Make sure that those who teach at PSTC have correct credentials.
 - o That they are recognized by our organization.
 - o PSTC has been fortunate to receive all of the assistance that it has.

- Director Scippa thanked Chief Cobb for helping with scenario training.
- He thanked Chief Aldenberg for sending his officers to assist at PSTC.
- It's vital for PSTC to have support from agencies.
- This is a formal process to recognize instructors.
- It's the right thing to do and it's necessary to have PSTC accredited nationally as a training facility.
- Director Scippa included an attached document to his report, it adds to the Technical Assistance Manual, "Chapter Three" – Adjunct Instructor Certification Standards.
- He asked Council members to review the document for further discussion at the July 25, 2023 meeting.

Council members inquired about several items in Director's Scippa's report.

Court Security Officer Training

Director Scippa stated that the way the law is written, the Chief Justice and the Office of the Courts wanted the text a specific way. The training would be provided upon request of the Chief Justice. Once PSTC is ready to begin the training for court security officers:

- Court security officers already have an informal training program.
- The Chief Justice and his staff wanted to augment that with some of the things done at the police academy.
- It should be done at PSTC in a more formalized way.
- It puts the court security officers under the umbrella of PSTC for training standards and behavior standards.
- The first thing that must happen is PSTC must finalize what the curriculum is going to be which is a matter of reorganizing current classes to meet criteria.
- Once that is ready, the Chief Justice would make a request to be delivering the program.
- Director Scippa has spoken with the Chief Justice and with Dianne Martin, the Director of the Administrative Office of the Courts. They want to move it forward but be thoughtful in the manner it will be accomplished.

The time frame will be short because there is not a lot to develop, it's more the organization of the curriculum. Deciding what a court security officer should be able to do, their areas of responsibility. PSTC staff will work through to capture everything that everyone envisions for CSO's.

Part-Time Police Academy

Director Scippa said he would like to wait until he had the minimum number of recruits before deciding to run the Part-Time Police Academy. Captain Hawkins conveyed that per the reports and roster, he found no more than six that had applied. There must be at least ten people to run the Part-Time Academy.

Discussion ensued about the current difficulty hiring police officers, full-time and part-time.

Director Scippa noted that:

- In the time that he has held the position of Director, about three years, there has only been one Part-Time Academy. There were barely enough recruits to be able to run that academy.
- It is difficult to reconcile having two different levels of training, while people do exactly the same job.
- Maybe this is the impetus to discontinue the Part-Time academy?
- There are two organizations that would suffer, a local agency and a state agency.
- For both organizations, they cannot find people to apply for jobs.
- It may be an opportunity to reevaluate whether to continue to have part-time certified officers.
- If there were a lot of people signing up, today's discussion with the Council would be to limit the authority of part time officers.
- Should part time officers continue to carry the authority to make decisions on investigations and doing things that they have minimal or no training on? They don't have the foundation.
- During the reform, the state of Massachusetts eliminated part time or reserve officers for that reason.

New Business

Craig Come NH Department of Corrections

Major Parenteau explained the matter to the Council members.

Craig Come, formerly employed by the New Hampshire Department of Corrections, plead guilty on May 9, 2023 to one count of a Class A misdemeanor of, Theft by Deception, and one Class A misdemeanor of Official Oppression. He was prosecuted by the New Hampshire Attorney General's Office after the AGO was notified by NH Department of Corrections of Mr. Come's false claims of overtime that he'd submitted. He was sentenced to two concurrent twelve-month terms of incarceration at the House of Corrections, all deferred for a period of one year. The Court retained jurisdiction up to and after the deferred period to impose or terminate the sentences or to suspend or further the sentences for an additional period of three years. Mr. Come was also ordered to complete 250 hours of community service and to pay \$14,269.69 in restitution to the state. An additional condition was for Mr. Come to voluntarily surrender his corrections officer certification, with his name added to the national registry of decertified officers.

Motion by Chief Hoebeke, seconded by Chief Aldenberg to accept the voluntary surrender and the disposition of the matter. Assistant Commissioner Raymond and Attorney General Formella both abstained on this vote; the remaining Council members voted in favor of the motion.

Voluntary Surrender Discussion

- Director Scippa advised that in the future it would be paramount due to the changes that were made in RSA 106-L for the Council to discuss the way the Council accepts voluntary surrenders of certification.
- PSTC has a duty to report under the law and what the officer did to get to that point.
- Director Scippa and Attorney Moeser have discussed the matter.

Discussion ensued amongst the Council regarding voluntary surrenders of certification versus the administrative suspension and revocation process.

- Surrender holds the same weight as a revocation, per Chief Merrill in past year's hearings before the Council; any voluntary surrender is a revocation.
- Should there be a modification to the agreements with the Attorney General's Office?
- The Council doesn't have to accept the voluntary surrender, they could revoke the certification instead.
- The Council can accept the voluntary surrender and it is recognized as a revocation.
- There is an appeal process for revocation, at the Supreme Court.
- If PSTC changed language to revocation does that trigger an appeal opportunity where a voluntary surrender does not?

The individual would be under the conditions of their agreement, if they attempted an appeal they would violate the conditions.

- Should the Council take a formal action against the individual instead of accepting the voluntary surrender? Would the process be the same as an agreement made with the AGO?
- The Public Integrity Unit and the Conduct Review Committee are in close communication.
- Should the language be changed from surrender to revoke and list on National Decertification Index; they will not seek another job in law enforcement?
- Above are other conditions that should be discussed.
- If the event happened after January 1, 2023 the matter would go to Conduct Review Committee.
- The Council would hear the results, but CRC is discussing the best way for that presentation to the Council.

Chairman Connelly asked to confirm the motion regarding the surrender of certification of Craig Come. Assistant Commissioner Raymond and Attorney General Formella recused themselves the remaining Council members voted in favor of the motion.

New Hampshire Department of Corrections Pol 301.05 (g) (10)

Director Fallon Reed was in attendance with a candidate for hire for the Department of Corrections, Olivia Littlefield.

The matter being presented was an addendum to the agenda.

Director Reed introduced herself to the Council and introduced Olivia Littlefield. They are requesting a waiver under administrative rule Pol 301.05 (g) (10), marijuana use. Ms. Littlefield applied for a position of corrections officer in training, she has passed all of the requirements with the Department of Corrections except for this one item from last October.

Major Parenteau asked Director Reed the date of the application for Ms. Littlefield, which was April 17, 2023. Major Parenteau referenced the addendum hand out that had been distributed to Council members, the section with the administrative rule for consideration, reading:

Pol 301.05

(g) The hiring authority shall evaluate the results of its background investigation and the agency shall not appoint a person or invest with authority any person elected as a police, corrections or probation/parole officer, who:

(10) Within 12 months before the application for hire, has used marijuana unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below.

(m) For purposes of this section, a determination of a lack of "good moral character" ` c. Sale or use of illegal controlled substances.

Major Parenteau explained that these types of requests have been before the Council in the past.

Chairman Connelly asked if there were questions for Director Reed or Ms. Littlefield from Council members.

- Specifics regarding the use of marijuana, quantity, frequency?
- She used marijuana three times, the most recent time used was October 2022
- She was going to school for Criminal Justice, she was interning in Probation Parole
- She did not use marijuana while interning with the Department of Corrections
- She used marijuana at two or three different parties.

Department of Corrections used ocular detection in place of polygraph testing, Ms. Littlefield was truthful she regrets having used marijuana, and then summarized that she'd done an internship with Department of Corrections during the spring semester of the current year, she wants to help rehabilitate.

Motion by Chief Cobb, seconded by Dr. Sullivan to approve the waiver request by the Department of Corrections. Assistant Commissioner Raymond abstained from the vote while the remaining Council members voted in favor of the motion.

PT&E Requests

Kwaku Owusu NH Department of Corrections (DOH: 05/23/2023) Will be granted certification upon successful completion of the medical exam (done June 13, 2023), entrance fitness test,

firearms qualification, and in-service defensive tactics class; with the stipulation that the officer may only work in the direct presence of a certified Corrections Officer or is stationed at or in a secured post such as a control room and has no direct contact with persons under departmental control, until he has completed the requirements.

Ellen Bramwell, NH Dept of Justice (DOH: 12/30/2022) Will be granted certification upon successful completion of the medical exam (done May 19, 2023), entrance fitness test, and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Aaron Costello, Francestown Police Department (DOH: 06/02/2023) Will be granted certification upon successful completion of the medical exam and entrance fitness test with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Cesar Quinones, Manchester Police Department (DOH: 06/12/23) Will be granted certification upon successful completion of the medical exam (done March 27, 2023), entrance fitness test, and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Timothy Whelan, Manchester Police Department (DOH: 07/10/23). Will be granted certification upon successful completion of the medical exam, (done April 18, 2023) and entrance fitness test with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Eric Worden, Exeter Police Department (DOH: 05/22/23) Will be granted certification upon successful completion of the medical exam, (done April 27, 2023) entrance fitness test, and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

John Layton, Hudson Police Department (DOH: 06/05/23) Will be granted certification upon successful completion of the medical exam, (done March 15, 2023) entrance fitness test, and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Christopher Cass, Plymouth Police Department, (DOH: 06/13/23) Will be granted certification upon successful completion of the medical exam (done June 6, 2023), entrance fitness test, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Andrew Strickland, Moultonborough Police Department PTE (DOH 0619/2023)
Will be granted certification upon successful completion of the medical exam (done May 22, 2023), entrance fitness test, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Bradley Panto, Berlin Police Department Prior Training (DOH: 04/30/23) Will be granted certification upon successful completion of the medical exam (done April 14, 2023), entrance fitness test, and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Thomas Sturges, Rumney Police Department (DOH: 05/01/23) Will be granted certification upon successful completion of the medical exam (done June 6, 2023), entrance fitness test, and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Requests for Extensions

Note: Extensions granted until the first council meeting following the fitness testing for the requested Academy, and, if testing is successful, to the first council meeting following the end of the requested Academy.

*Full Time Academy

Class Number	192
Dates	February 27, 2023-June 16, 2023
	193
	June 12, 2023 – September 29, 2023
	194
	July 31, 2023 – November 17, 2023

* More detailed information about each academy session can be found in Benchmark. This will include the dates of the session, the fitness testing date and number of available seats.

*Part Time Academy

Class Number	283
Dates	07/29/2023 – 12/01/2023

* More detailed information about each academy session can be found in Benchmark. This will include the dates of the session, the fitness testing date and number of available seats.

*Corrections Academy

Class Number	121
Dates	October 11, 2023 – December 8, 2023

* More detailed information about each academy session can be found in Benchmark. This will include the dates of the session, the fitness testing date and number of available seats.

Medical Extensions for Fitness Testing

The following individuals were granted six-month medical extensions for fitness testing which will expire December 31, 2023.

Michael Hutchinson, Northfield Police Department

Mallory Littman, NH State Police

Melissa Houde, Derry Police Department

Michael Crowell, Loudon Police Department

Matthew Yao, Haverhill Police Department

Maxim Schultz, PSTC

Peter Boylan, Manchester Police Department

Scott Knox, Hillsborough County Sheriff's Office

Daniel Nelson, Salem Police Department

Robert Bellenoit, Manchester Police Department

Randy Young, Strafford Police Department

Christian Horn, Manchester Police Department

Anne Perriello, Pelham Police Department

End of Consent Calendar

Motion to approve the consent calendar by Chief Hoebeke, seconded by Chief Cobb. Council members abstained from the vote on their agency matters as follows:

Attorney General Formella - Ellen Bramwell

Chief Aldenberg – Christian Horn, Robert Bellenoit, Peter Boylan, Timothy Whelan,
and Cesar Quinones

Assistant Commissioner Raymond – Kwaku Owusu

The voice vote from the remainder of Council members was unanimous in favor of the motion.

Motion to adjourn at 10:18 a.m. by Chief Hoebeke.

July 25, 2023

Respectfully Submitted,

A handwritten signature in black ink that reads "Christopher D. Connelly". The signature is written in a cursive style with a horizontal line underneath the name.

Christopher D. Connelly
Chairman

To: All NHPSTC Council Members
FROM: Director John Scippa
DATE: June 27, 2023
RE: Director's Monthly PSTC Council Report

Bureau of Recruit Training:

1. 192nd Full Time Police Academy graduated June 16th.
2. 193rd Full Time Police Academy began on June 12th.
3. 194th Full Time Police Academy is set to begin on July 31st.
4. 121st Corrections Academy graduated June 23rd.
5. 283rd Part-Time Police Academy is scheduled to begin July 29, 2023, but we only have 4 completed applications. Request permission to cancel the session.
6. With all the required LEACT classes, increase in scenario training and adding CIT to the schedule, the council will need to discuss extension of the length of the academies, (FTA and PTA). Position paper and model schedule to follow.

Bureau of Professional Development:

1. Court Security Officer Training and Certification program was passed as part of HB 2 which included 2 part time LETS to support the program. The legislation requires the Chief Justice to request PSTC to run the program.
2. RFPs for In-service Training contracts have been vetted. Contracts are being prepared.
3. NH Association of Chiefs of Police have issued a position paper to the legislature on the proposed legislation to eliminate the 3-year fitness test for incumbent officers.

Bureau of Standards and the Conduct Review Committee:

1. Conduct Review Committee (CRC) has its last meeting on June 22nd.
2. CRC training was provided at the June 13th NH Chiefs of Police Association meeting.
3. The investigator candidate's background has been completed, and a final offer letter is being issued to the candidate with a tentative starting date of July 14th.

NH Law Enforcement Accreditation Commission:

1. The Commission met on June 5th and June 26th.
2. All accreditation standards been approved and are now posted on the NH PSTC website.

7. I participated in the second discussion group sponsored by the Bureau of Justice Assistance and IADLEST regarding the development of a nationwide curriculum for Constitutional Policing.

Staff and Operations:

1. With the 24-25FY budget passed we are now authorized to begin the hiring process for the following positions:
 - a. Full time Instructional Designer
 - b. Full time Program Coordinator to assist with accreditation and active shooter training.
 - c. Two Part time LETS positions to support CSO training and augment overall academy and in-service training efforts.
2. Most of the staff attended a one-hour block of instruction provided by IADLEST via Zoom on Establishing Best Practices for Experiential Training Sessions on June 22nd.

Open Action Items:

1. Administrative Rules Committee: Chapters 100 to 400 have been amended and are being prepared for final council review and approval.

Discussion Items:

1. Request the council to review of proposed changes to Chapter Three of the Technical Assistance Manuel regarding a standardized certification process for academy and in-service instructors. (attached)

Prerequisites for Certification

Adjunct Instructor I (Scenario Training): This level instructor will be used primarily for scenario-based training. This instructor will be used to either be a role player, safety monitor or evaluator during scenario-based training. They will work under the direction of a LETS, Level II or Level III Instructor. A person applying for certification to be an Adjunct Instructor I shall meet the following prerequisites:

- Active Full-Time NH Police Officer or NH Corrections Officer as applicable;
- Experience of more than one year as a police or corrections officer as appropriate;
- Recommendation and Permission from the chief of the hiring authority;
- Declaration from the candidate that they are not on the EES or under investigation at the time of the application; and
- Reviews, understands, and commits to following all NHPSTC general orders regarding safety and professional interaction with academy recruits.

Adjunct Instructor II (Teaching Assistant): A person applying for certification as an Adjunct Instructor II shall generally be used to instruct police or corrections procedures. A Level II instructor may lead a block of instruction under the guidance of a LETS or Level III instructor and must meet the following requirements:

- Active Full-Time NH Police Officer or NH Corrections Officer as applicable;
- Experience of 3 years or more as a police or corrections officer as appropriate;
- Recommendation and permission from the Chief of the hiring authority;
- Declaration from the candidate that they are not on the EES or under investigation at the time of application;
- Reviews, understands and commits to following all NHPSTC general orders regarding safety and professional interaction with academy recruits; and
- In the case of being certified to teach any of the topic areas below, the candidate must have completed an Instructor Level Certification Program through NHPSTC (Copy of Certificate) or equivalent:
 - Defensive Tactics
 - Driving
 - OC Spray
 - Baton
- For Firearms Instructor Certification, the candidate must comply with all requirements set forth in Pol 404.05.
- In the case of a topic area not listed in the above list, the candidate must list all relative experience and training they have that set forth their skills, knowledge, and ability for teaching that topic area. Examples of these types of topic areas include Motor Vehicle Stops, Building Searches, Officer Survival, High Risk Operations, Active Shooter Response, etc.

Adjunct Instructor III (Lead Instructor): A person designated as an Adjunct Instructor III shall be a proven and reliable subject matter expert and seasoned academy instructor. A Level III instructor may lead a block of instruction under the guidance of a LETS and must meet the following requirements:

- A college degree in a related field; and
- Experience in the subject to be taught.

Waiver of Requirements

The Director and/ or designee shall, in his/her discretion, waive any part of the requirements of this section if he or she finds that a person has an equivalent combination of education, training and experience.

Oversight of Program

The LETS coordinator of any training program or topic accredited by the council shall monitor the program periodically while under the direct supervision of the Professional Development and Technology Bureau to ensure that instructional excellence is maintained.

Reciprocal Certification

If an officer has successfully completed an instructor certification course for Driving, Baton, Defensive Tactics, Firearms, Rifle, Revolver, Shotgun, Oleoresin Capsicum (OC) and/ or Instructor Development other than the Council-approved instructor certification program and their instructor certification is current and wishes to receive a reciprocal instructor certification, the officer's reciprocal instructor certification will be approved if the officer:

- Submits a complete report with attached documentation and copy of certificate via PSTC's record management system, and upon review of the course curriculum, the Director or designee has determined is equivalent to the council instructor course; and
- Requires the officer to demonstrate the equivalent level of skills and knowledge required by successfully completing a council sponsored instructor recertification course in that specific discipline.

Revocation of Certification

Instructor certification shall be revoked by the Director whenever an instructor is found to be no longer qualified, or it is objectively determined that the instructor:

- Has been discharged or asked to resign, or has resigned in lieu of discharge from their agency as a certified NH Law Enforcement Officer;
- Has failed to provide adequate instruction or to maintain a professional reputation;
- Has falsified or omitted information on an application for certification or supporting documents;
- Is not following the curriculum prescribed by the council for the course being taught or is in violation of any other council rules or standards; or
- The quality or method of instruction violates generally accepted principles of instruction or training –
 - "Generally accepted principles of instruction," as used in this section, means an evaluation of an instructor's:
 - Attitude toward students;
 - Command and knowledge of the subject;

who, by reason of position or experience, can make a worthwhile contribution to a training program and is experienced in a specialized area, with his or her instruction limited to that area of experience.

DRAFT