



Sarnia Police Services Board Policy

Issue Number:

SPS-BP-AI-002

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Approved By: Board Chair	Signature: <i>Paul Wiersma</i>

A Legislative/Regulatory Requirements

1. Section 33 of the Adequacy Standards Regulation requires a police service to have a Skills Development and Learning Plan that addresses:
 - (a) The plan's objectives;
 - (b) The implementation of a program to coach or mentor new officers; and
 - (c) The development and maintenance of the knowledge, skills and abilities of members of the police service, including:
 - (i) The police service's criminal investigators;
 - (ii) Members of the police service who provide investigative supports functions, if any;
 - (iii) Members of a public order unit, if any; and
 - (iv) Members of the police service who provide emergency response services.

B Board Policy

1. It is the policy of the Sarnia Police Services Board that the Chief of Police will prepare once every three (3) years, a Skills Development and Learning Plan that:
 - (a) Includes the plan's objectives with an overview of the Service's existing and future skills development and learning needs;
 - (b) Promotes innovative and cost-effective delivery of skills development and learning, identifying potential partnerships with other service providers;
 - (c) Supports the implementation of a program to coach and mentor new officers and any other Service personnel as required;
 - (d) Ensures the development and maintenance of knowledge, skills and abilities of Service members, consistent with the Adequacy Standards Regulation;
 - (e) Engages the community of Sarnia and seeks opportunities for partnership with experts from the community, including individuals with lived experience, in the development and delivery of training, where possible;
 - (f) Emphasizes the importance of organizational learning;
 - (g) Addresses the responsibility of members for career development and skills development and learning;
 - (h) Ensures that the plan addresses the training and sharing of information with officers, communications operators and supervisors on:
 - (i) Protocols; and
 - (ii) Conflict resolution and use of force related to persons who may be emotionally disturbed, or may have a developmental disability;
 - (i) Includes an evaluation plan to ensure the effectiveness and impact of the Service's training; and
 - (j) Is consistent with the Adequacy Standards Regulation.

B Reporting

1. Furthermore, it is the policy of the Sarnia Police Services Board that:

- (a) The Chief of Police will prepare an annual report to the Board with the findings of the evaluations of training carried out during the year.