

CHAPTER 10
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
SPECIALIZED TRAINING OPPORTUNITIES

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CHAPTER 10

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING SPECIALIZED TRAINING OPPORTUNITIES

1. GENERAL. The Commission on Peace Officer Standards and Training (POST) offers numerous training opportunities to law enforcement agencies statewide. This chapter outlines three such training programs:

a. Command College. Command College (CC) is a 14-month program designed to prepare law enforcement, uniformed and nonuniformed managers, and commanders of today for the challenges of the future. The CC program is held biannually.

Students will be required to complete a series of reports, letters, and similar documents as evidence of their learning. The sum of these research reports will be contained in each student's "Futures Portfolio." The Futures Portfolio is required for all students as it will demonstrate their understanding and application of skills, knowledge, and abilities in the three core areas of emphasis of the CC: strategic foresight, executive development, and systems, design, and innovation.

Additional information on CC can be found on the Command College Program page on the POST website at <https://www.post.ca.gov/command-college.aspx/>.

b. Sherman Block Supervisory Leadership Institute. Sherman Block Supervisory Leadership Institute (SBSLI) is a program designed to stimulate personal growth, leadership, and ethical decision-making in California law enforcement's sergeants and those within the classification of Public Safety Dispatch Supervisor I (PSDS I).

The SBSLI is an intense program based on experiential learning techniques. The program consists of eight sessions (one three-day session per month for eight months). Students are challenged to learn new ways to resolve issues through group and individual work. Reading and writing assignments are required prior to each session.

The curriculum takes students through an analysis of management (planning, organizing, directing, etc.), leadership (inspiring, challenging, developing, etc.), and how each discipline compliments the other. The course progresses from self-evaluation to interpersonal evaluation, to organizational relationships.

Additional information on the SBSLI can be found on the SBSLI page on the POST website at <https://post.ca.gov/sherman-block-supervisory-leadership-institute>.

c. Master Instructor Certification Course. Master Instructor Certification Course (MICC) is an intensive nine-month program focused on the design, development, and delivery of a public safety course. One cohort is held per fiscal year. Focus areas include:

- (1) Instructional system design.
- (2) Needs assessment and gap analysis.
- (3) Curriculum development.
- (4) Instructional delivery skills.
- (5) Evaluation and transfer of training.
- (6) Project development and management.
- (7) Innovation in training.

d. Once a candidate successfully completes MICC, they will be obligated to assist, as necessary, the Organizational Development Section (ODS) with departmental training course design and review.

Additional information on the MICC can be found on the MICC page on the POST website at <https://post.ca.gov/IDI-Levels>.

2. ELIGIBILITY.

a. Command College. This training program is available to uniformed and nonuniformed managers or above who have successfully completed the Department's Middle Management Training Course or the California Department of Human Resources, California Leadership Academy Manager Development Program, and have a minimum of two years of experience in a leadership position which includes the ability to influence policy or impact the operation of the Department. Applicants must possess a college degree or a minimum of 60 units of college credits.

b. Sherman Block Supervisory Leadership Institute. This training program is available to sergeants and PSDS Is who have successfully completed the Department's First-Line Supervisors' Academy, and who have served as a sergeant or PSDS I for a minimum of two years as of the deadline stated on the Communications Network (Comm-Net) message.

c. Master Instructor Certification Course. This training program is available to uniformed and nonuniformed personnel who have successfully completed levels one through three of the Instructor Development Institute programs and the MICC application process. The MICC application requires students to demonstrate how they have applied knowledge and skills taught throughout the levels, as well as propose a course project topic. Students must have an approved course project topic prior to attending the first MICC workshop.

3. INTERNAL APPLICATION PROCESS. Applications for CC, SBSLI, and MICC will be solicited annually via Comm-Net message. Application templates can be found on the CHP Intranet site ➤ Training ➤ Specialized Training ➤ ODS page.

a. Each candidate will complete the application template and submit it directly to the Specialized Training Program (STP) Coordinator with a memorandum of support from their command. The STP Coordinator shall contact the candidate's Division Administrative Assistant to confirm the Division commander's support of the candidate's application.

b. The ODS shall compile all application packages for review and submit them to the appropriate subcommittee. The subcommittees, comprised of prior attendees from each STP, shall review the submitted application packages and make recommendations to Executive Management indicating which candidate would receive the greatest benefit from the program.

c. Executive Management will review the subcommittee's recommendations and select candidates based upon needs of the Department.

d. The ODS will publish a Comm-Net message announcing the candidate(s) selected.

4. SELECTION AND CONTACT.

a. Command College. Candidates selected by Executive Management will be required to complete an application and appear before a law enforcement panel, prior to acceptance into CC.

(1) Application. The ODS will coordinate directly with the candidates to complete their CC applications. Upon completion of the applications, the ODS STP coordinator will work directly with the program to get the appropriate documentation submitted by the deadlines determined by POST.

(2) Law Enforcement Panel. Candidates who successfully move to the next phase of the application process will appear before a panel comprised of law enforcement executives who will test the readiness level of the candidate(s).

(3) The POST will make direct notifications to the accepted candidates and assign them to a CC class number. It is the responsibility of the accepted candidates to notify the ODS STP coordinator of their acceptance into the assigned class, as the ODS facilitates program payment through a contract.

b. Sherman Block Supervisory Leadership Institute. Candidates selected by Executive Management will be required to complete a Sherman Block Supervisory Leadership Institute Enrollment Application. The ODS STP coordinator will work directly with POST to complete the enrollment process on behalf of the candidate(s).

(1) The POST will provide the ODS with course dates and locations between March and April of each calendar year. Locations are held in both northern and southern California. It will be the responsibility of the ODS STP coordinator to assign the candidates to a course and provide the information to POST.

(a) Candidates will have the opportunity to select the course location and dates that best fit into their schedule. The course location and date selection process are in order of ranking by the Executive Management.

(b) Overtime will not be authorized for candidates attending SBSLI courses. Therefore, candidates are required to schedule adjust or request advanced approval from their command to earn compensating time off.

(c) The POST requires candidates to reside in the host hotel. Therefore, consideration must be given to departmental policy pertaining to travel status. Policy on travel status can be found in Highway Patrol Manual (HPM) 11.1, Administrative Procedures Manual, Chapter 2, Travel Advances and Expense Claims.

c. Master Instructor Certification Course. Candidates selected by Executive Management will be required to complete a MICC application for acceptance prior to attending the program.

(1) Application. The ODS will coordinate directly with the candidates to complete their MICC applications. Upon completion of the applications, the ODS STP coordinator will work directly with the program to get the appropriate documentation submitted by the deadlines determined by POST.

5. COMMAND EXPECTATIONS. Commanders are expected to allow candidate(s) a reasonable amount of state time for all POST STP coursework. Candidates may utilize

the expertise of appropriate headquarters commands to obtain background material for their projects. All requests for the assistance of headquarters personnel shall be made through the ODS, who will provide the necessary coordination with the other headquarters Divisions or offices.

6. ACADEMIC CREDIT.

a. Command College. The POST staff continues to collaborate with institutions of higher learning to enable their graduates to apply their CC experience toward a master's degree. The POST works with Alliant International University and American Military University. It is the student's responsibility to obtain additional information about the universities, their accreditation, applicable programs, and financial requirements, prior to enrolling. Additional information can be found at <https://www.post.ca.gov/command-college.aspx/>.

b. Sherman Block Supervisory Leadership Institute. Graduates of the SBSLI can earn college credit upon completion of the program through California State University, Long Beach. Additional information can be found at <https://www.csulb.edu/college-of-health-human-services/center-for-criminal-justice-research-and-training/sherman-block/>.

c. Master Instructor Certification Course. No academic credit is given for POST MICC completion.

7. RESIDENCY, EXPENSES, AND REIMBURSEMENT.

a. Candidates for CC and SBSLI must reside in the host hotel even if the candidate resides within 50 miles of the training location. Candidates for the MICC are not restricted to the host hotel.

b. Room, board, tuition, travel, and incidental expenses (consistent with current state reimbursement rates) will be reimbursed by the Department.

c. Candidates for all STPs must adhere to departmental policy pertaining to travel status which can be found in HPM 11.1, Chapter 2.

d. Tuition for CC, SBSLI, and MICC are paid by the Department through a contract managed by the ODS.

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