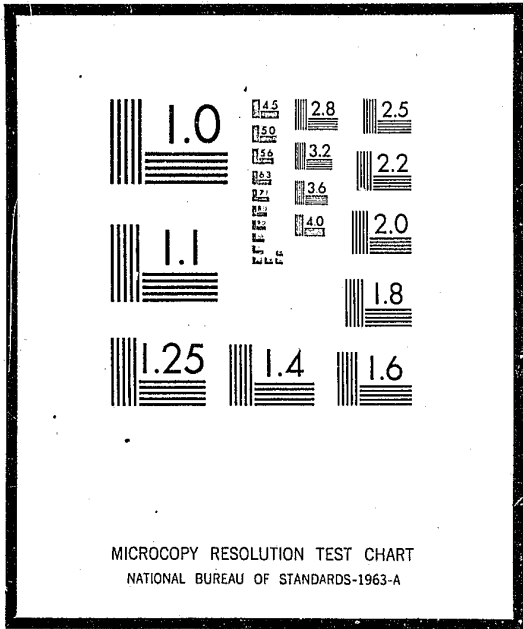


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U.S. DEPARTMENT OF JUSTICE  
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION  
NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE  
WASHINGTON, D.C. 20531

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WYOMING LAW ENFORCEMENT ACADEMY  
EVALUATION BY  
GRADUATES AND SUPERVISORS

Introduction

This report deals with two independent surveys, conducted simultaneously, of all the graduates of the Wyoming Law Enforcement Academy since its establishment at Douglas, Wyoming, and of their respective supervisors. Throughout this report much of the data expressed will be from a combination of both surveys (graduates and supervisors), or where the data related to a single survey it will be so designated.

The survey was conducted by mail and the respondents were advised that their individual responses would be kept confidential. The name or identity of the individual respondent was not asked for on the survey. The surveys were conducted through April and May with a cut-off date of May 20, 1974. The following response percentages were achieved:

<u>Surveys Mailed</u>		<u>Returned</u>	<u>Percentage Responding</u>
Graduates	290	219	75.5%
Supervisors	108	27	25.0%
TOTALS	398	246	61.8%

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EVALUATION

I. BACKGROUND INFORMATION

A. Graduates - Agencies Represented:

1. Municipal Police Departments	91	(42%)
2. County Sheriff Offices	28	(13%)
3. Wyoming Highway Patrol	42	(19%)
4. Wyoming Game and Fish Department	18	( 8%)
5. State Agents	4	( 2%)
6. Other	36	(16%)
7. TOTAL	<u>219</u>	

B. Supervisors - Agencies Represented:

1. Municipal Police Departments	17	(63%)
2. County Sheriff Offices	8	(30%)
3. Other	2	( 7%)
4. TOTAL	<u>27</u>	

C. Graduates - Rank/Title:

1. Chief/Sheriff	15	( 7%)
2. Assistant Chief/Undersheriff	4	( 2%)
3. Captain	1	(.5%)
4. Lieutenant	10	( 5%)
5. Sergeant	19	( 9%)
6. Detective	6	( 3%)
7. Patrolman/Deputy	111	(51%)
8. Trainee/Recruit	2	( 1%)
9. Other	51	(23%)
10. Total	<u>219</u>	

D. Graduates - Age:

1. 20 - 30 years	105	(50%)
2. 31 - 40 years	58	(27%)
3. 41 - 50 years	27	(13%)
4. Over 50 years	21	(10%)
5. TOTAL	<u>211</u>	

E. Graduates - Law Enforcement Experience:

1. WITH present agency (total respondents 196)		
a. 1 - 2 years	94	(48%)
b. 3 - 5 years	47	(24%)
c. 6 - 10 years	24	(12%)
d. Over 10 years	31	(16%)
2. TOTAL law enforcement experience (total respondents 196)		
a. 1 - 2 years	66	(24%)
b. 3 - 5 years	53	(27%)
c. 6 - 10 years	37	(19%)
d. Over 10 years	40	(20%)

II. GENERAL OPINION OR REACTION TO THE W.L.E.A.

A. Graduates - Do you feel the W.L.E.A. has:

	YES	NO
1. Improved you as a law enforcement officer?	175	18
2. Improved your efficiency?	172	17
3. Increased your salary potential?	85	99
4. Improved your promotion possibilities?	90	91
5. Been a waste of time and/or money?	11	170
6. Increased your desire to make law enforcement your career?	142	45

As noted above, a great majority of the respondents felt the W.L.E.A. had improved their efficiency (91%); but a slight majority felt the W.L.E.A. had not increased their salary potential (54%), nor improved their promotion possibilities (50.1%). A vast majority of the graduates (94%) responding did not feel the program had been a "waste of time and/or money".

Additionally, 76% of the graduate respondents felt the W.L.E.A. had increased their desire or motivation to make law enforcement their career or profession, while only 24% did not respond affirmatively to this question.

B. Rating of Current, Overall Training Program:

1. SUPERVISORS were asked if they felt the W.L.E.A. program met the basic training needs of their departments and 24 (82%) responded affirmatively. Additionally, 22 (92%) felt the program should be expanded while none (0) felt it should be discontinued, and only 5 (18%) felt it should be kept the same.
2. GRADUATES were asked to rate the overall training program offered at the W.L.E.A.:

a.	Excellent	50	(23%)
b.	Good	119	(55%)
c.	Fair	40	(19%)
d.	Poor	6	( 3%)
e.	TOTAL	<u>215</u>	

3. GRADUATES and SUPERVISORS were asked to rate the existing training facilities at the W.L.E.A.:

		<u>GRADUATES</u>	<u>SUPERVISORS</u>	<u>TOTALS</u>
a.	Excellent	21 (10%)	0 ( 0%)	21 ( 9%)
b.	Good	84 (40%)	13 (48%)	97 (41%)
c.	Fair	75 (35%)	7 (26%)	82 (34%)
d.	Poor	32 (15%)	7 (26%)	39 (16%)
e.	TOTALS	<u>212</u>	<u>27</u>	<u>239</u>

It was in relation to the existing training facilities that most criticism, especially by the graduates, was voiced. The most oft stated criticism had to do with the inadequacy of the lighting, the ventilation, and the acoustics in the classrooms. Many graduates were very critical of the lack of sufficient physical training and recreational facilities. There were several comments criticizing the inadequacy of the currently used firing range and its lack of safety factors. Many comments were made praising the food served during the program.

4. Instruction - GRADUATES and SUPERVISORS:

Both the supervisors and the graduates were asked to rate the overall quality of instruction:

		<u>GRADUATES</u>	<u>SUPERVISORS</u>	<u>TOTALS</u>
a.	Excellent	48 (23%)	11 (42%)	59 (25%)
b.	Good	137 (64%)	14 (54%)	151 (63%)
c.	Fair	27 (13%)	1 ( 4%)	28 (12%)
d.	Poor	1 (.5%)	0 ( 0%)	1 (.4%)
e.	TOTALS	<u>213</u>	<u>26</u>	<u>239</u>

In this area most of the comments were made by the graduates. Generally, the comments on the quality of the instruction were very favorable. The criticisms that were made occurred generally in two areas. First, there were several comments made about the "over abundance" of "defense oriented" instructors. The second general area of criticism was concerned with the need for more practical demonstrations or practical exercises as opposed to the straight lecture method of instruction. There were additionally several comments made suggesting that new officers be given approximately six months working experience before attending the academy, proposing that this would make the program more beneficial to them.

### III. BEHAVIORAL CHANGES IN GRADUATES

Supervisors were asked, based on their personal observations, whether they observed any NOTICEABLE IMPROVEMENT in the graduates' general job performance or overall behavior on the job in the following areas:

1. General decision making ability:  
a. Yes 25 (96%)      b. No 1 (4%)
2. Ability to communicate to supervisors and/or fellow officers:  
a. Yes 20 (80%)      b. No 5 (20%)
3. Performance of everyday law enforcement functions:  
a. Yes 25 (96%)      b. No 1 (4%)

4. Self-confidence in performing law enforcement duties:  
a. Yes 23 (88%)      b. No 3 (12%)
5. Leadership abilities:  
a. Yes 17 (71%)      b. No 7 (29%)
6. Professional or career motivation toward law enforcement:  
a. Yes 19 (73%)      b. No 7 (27%)
7. Average noticeable improvement in all areas listed above:  
a. Yes 21.5 (84%)      b. No 4 (16%)

There were very few comments made by the responding supervisors under this section. Several of the supervisors did comment that generally the graduates seemed to behave more "professionally" after graduating from the program.

### IV. RESULTS ACHIEVED BY THE W.L.E.A.

#### TRAINING PROGRAM

- A. Supervisors were asked whether the graduates improved the overall operation of the agency or department in regard to specific activities or subject matters listed below:

1. Basic police procedures:

a. Improved a lot	13	(50%)
b. Improved a little	12	(46%)
c. No change	1	(4%)
2. Management procedures:

a. Improved a lot	8	(32%)
b. Improved a little	13	(52%)
c. No change	4	(16%)

3. Police financing and budgeting:
  - a. Improved a lot 6 (24%)
  - b. Improved a little 9 (36%)
  - c. No change 10 (40%)
4. Narcotics investigation:
  - a. Improved a lot 7 (30%)
  - b. Improved a little 6 (26%)
  - c. No change 10 (44%)
5. Fingerprinting procedures:
  - a. Improved a lot 7 (30%)
  - b. Improved a little 11 (48%)
  - c. No change 5 (22%)
6. Communications operations:
  - a. Improved a lot 4 (19%)
  - b. Improved a little 8 (38%)
  - c. No change 9 (43%)
7. Photography procedures and operations:
  - a. Improved a lot 5 (23%)
  - b. Improved a little 11 (50%)
  - c. No change 6 (27%)

B. Graduates of each course were asked to rate the courses each attended as to the subject matter, the quality of instruction, their understanding of the course material, and whether they felt the course(s) should be expanded, discontinued or kept the same.

1. Police basic course: (243 attended, 180 responded)
  - a. Subject matter:
 

excellent	62	(34%)
good	107	(59%)
fair	11	( 6%)
poor	0	( 0%)
2. Specialized or advanced training courses:
 

The graduates of each course were asked to rate the course(s) in the same manner as above. The comments and ratings were generally very favorable, and a majority of the graduates from each course felt the course(s) should be expanded. These courses and the number attending each were:

a. Instructor Development (F.B.I.)	31
b. Executive Management Seminar	28
c. Police Financing and Budgeting	20
d. Fingerprint classification	17
e. Latent Fingerprints	11
f. Narcotics Investigation	16
g. Mid-Management Course (F.B.I.)	17
h. Minor Courts Conference (for Justices of the Peace and Police Court Judges)	35

#### V. RECOMMENDATIONS.

##### A. Graduates - Supervisors - Required Hours:

Both groups of respondents were asked if they felt the total required hours at the W.L.E.A. training program should be:

	<u>GRADUATES</u>	<u>SUPERVISORS</u>	<u>TOTALS</u>
1. Increased	103 (56%)	12 (44%)	115 (55%)
2. Decreased	7 ( 4%)	0 ( - )	7 ( 3%)
3. Kept the same	75 (40%)	15 (56%)	90 (42%)
4. TOTALS	<u>185</u>	<u>27</u>	<u>212</u>

Of the total respondents, 55% (115) felt the total hours required should be increased, while only 3% (7) of the total felt they should be decreased, and 42% (90) felt the hours should remain the same.

B. Graduates - Supervisors - Suggested Courses:

Each group of respondents were asked if they felt additional courses or subject matters should be added to the W.L.E.A. training program curriculum. A great many of the supervisors and 57% of the graduates felt there should be additional courses.

1. Graduates - most often suggested courses:

a. Additional firearm training	18
b. Self defense	15
c. Physical training	11
d. Evasive/defensive driving	11
e. Courtroom procedure	9
f. Pursuit driving	9
g. Specialized courses for game and fish	9
h. Additional criminal law	7
i. Accident investigation	7
j. Public relations	5

2. Supervisors - most often suggested courses:

a. General investigation	4
b. Detailed report writing	3
c. Detailed burglary investigation	3
d. More practical demonstrations	2
e. More supervisor courses	2
f. Additional firearm training	2
g. Detailed homicide investigation	2
h. Self-defense	1
i. Courtroom procedure	1
j. Pursuit/defensive driving	1

3. Supervisors - Summer training programs

The supervisors were asked if the W.L.E.A. were open during the summer months, would their officers be able to attend:

a. Four week course -

1. Yes	9	(36%)
2. No	16	(64%)

b. One week course -

1. Yes	17	(68%)
2. No	8	(32%)

Dennis M. Grant  
Governor's Planning Committee  
on Criminal Administration  
May 15, 1974

**END**