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The newsletter of the **Canadian Police Knowledge Network**

JOHN ARNOLD RETIRES AS CPKN PRESIDENT

Upon seeing his vision for a new police training model take shape and take hold, John Arnold has stepped down as President of CPKN. In his address to the Board of Directors, John expressed his pleasure in being involved in CPKN's creation and evolution.

"CPKN has no equal in the world today," John says. "It is an all-inclusive opportunity for Canadian police services to participate and learn from one another and I'm very proud to have played an integral role in its success. Now, with more than twenty-five online courses created for police by police, it is time to move on."



John Arnold was a driving force behind PoliceLearn.com, the concept that evolved into CPKN...

As Chief Scientist of the Canadian Police Research Centre, John was a driving force behind PoliceLearn.com, the concept that evolved into CPKN. In those early days back in 2001, John was instrumental in helping the Canadian police community recognize the potential of e-learning. Through his efforts, the idea earned the attention and early support of the Canadian Association of Chiefs of Police. In 2003, John was central in assembling numerous stakeholders from NRC/CPRC, various police colleges, and major police services to build a vision and strategic plan for this new learning model. By the following year, the foundation for CPKN was firmly in place.

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2007 FINALIST

CANADIAN INFORMATION
PRODUCTIVITY AWARDS

CPKN RECOGNIZED FOR EXCELLENCE IN IT INNOVATION

In November, CPKN was once again recognized for excellence in IT-based innovation and productivity. Following a silver standing at the GTEC Distinction Awards in October, CPKN was named to an impressive list of finalists at the Canadian Information Productivity Awards (CIPA) competition.

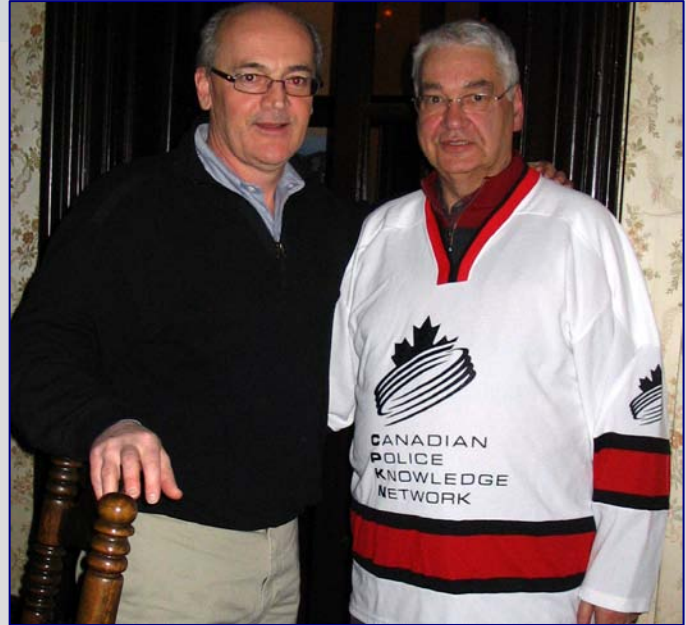
CIPA, the leading national information technology awards program, is a showcase for Canada's IT leaders and celebrates visionary organizations that have implemented innovative solutions to address business challenges or maximize opportunities.

As a finalist, CPKN was presented with a Finalist Achievement Award at the CIPA Awards Gala in Toronto, earning national and international exposure for its work in developing and delivering online training for the Canadian policing sector.

"Our team has worked hard to make e-learning a viable training alternative for front line officers across this country," says Sandy Sweet, VP and COO of CPKN. "The recognition of CIPA's national panel of judges and the support from the Canada's policing community are testaments to our achievements in providing an innovative, value-added service for police." ■

*"Online learning is not
the next big thing..it
is the now big thing."*

Donna J. Abernathy,
Training and Development Editor



Sandy Sweet, CPKN COO, presents John with the "official" Team CPKN jersey.

John Arnold Retires, con'd from Pg. 1

John has served as President of CPKN since 2004. In that time, he has worked with the Board of Directors, Advisory Board, and key stakeholders to fine tune the CPKN model and build support within the police community. While earning the respect and recognition of his colleagues and associates, he has helped propel CPKN to become Canada's leading provider of e-learning to police and other law enforcement agencies.

"We applaud John's vision and commitment," says Sandy Sweet, COO of CPKN. "His 30+ years of experience working with the law enforcement community has opened doors for CPKN. While the journey from concept to reality has had its challenges, John's insight and determination have been key to moving CPKN forward."

While John is moving on from CPKN, he will continue to work in the police technology research field, building on opportunities that benefit all police. On behalf of everyone at CPKN, we wish him every success. ■

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LEADING BY EXAMPLE: TORONTO POLICE SERVICE

The Toronto Police Service (TPS) firmly believes in the potential of e-learning to enhance police training. In addition to making significant investments in its own capacity to produce e-learning courseware for in-service training, TPS has partnered with CPKN to develop, deliver, and share online training courses. Furthermore, Superintendent Darren Smith of the TPS Training and Education Unit also serves on the CPKN Board of Directors to promote the e-learning model to all police services. This progressive attitude reflects TPS's on-going commitment to providing effective and readily accessible training to its own members while advancing opportunities for all police services across Canada.

"E-Learning is an important part of our vision for life-long learning," says S/Sgt. Jon Schmidt of TPS's Training and Education Unit. "In the years ahead, we believe it will play an increasingly important role in the scope and delivery of training we provide to our members."

Leading by example, TPS has implemented a significant e-learning component to its overall 2008 Training Strategy. As part of that plan, it has purchased licenses to *General Investigative Training (GIT)*, a blended learning program adapted from the Ontario Police College's traditional classroom offering, as well as *Urban Gang Dynamics*, for which TPS supplied content and subject matter expertise. It is also exploring other CPKN offerings to integrate into its training catalogue. As a service comprised of more than 5,600 members, these licenses are a cost-effective means of providing increased or unlimited, force-wide access to these courses throughout the year.



e-Learning is an important part of our vision for life-long learning...

S/Sgt. Jon Schmidt
TPS Training and Education Unit

CPKN's licensing model can provide significant savings to large police organizations. For example, a traditional classroom-delivered GIT program that aims to train 400 officers annually in a ten-day classroom session, ten times a year (40 participants/session) may cost in the range of \$1.4 million per year. However, a licensed blended learning program reduces the original program to fourteen online hours and five days in the classroom. Using this approach, an organization can expect to save more than \$450,000 (32.8%) in the first year and more than \$500,000 (36.2%) for every year after. In this

scenario, in little as three years savings are nearly \$1.5 million over the traditional classroom model. A blended learning option also decreases scheduling conflicts and increases the potential to train more officers on an annual basis.

To streamline TPS members' access to courses, CPKN has created a specific TPS portal on the CPKN Learning Management System (LMS). TPS learners can login to CPKN courses from this portal which is directly linked from TPS's internal network and is restricted to TPS members only. Learner tracking will also be simplified through the CPKN LMS where TPS training supervisors for each unit will be able to access training records for their members and administrators from the Training and Education Unit will be able to access force-wide reports.

In addition to its role as Content Provider for the *Urban Gang Dynamics* course, TPS will make several of its in-house e-learning courses, including *Characteristics of an Armed Person* and an awareness course on LBGTT

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■ ■ New Releases ■ ■



Hate Crimes Awareness

Hate and bias crimes are a daily reality in communities across Canada. Rooted in personal, economic, familial, or societal prejudices, these events promote fear, insecurity, and disunity among minority communities.

CPKN, in association with the Ontario Police College, have launched *Hate Crimes Awareness* to assist officers in understanding, identifying, responding to, and investigating hate/bias crimes.

Course Length: 45 minutes
Price: \$25.00 + GST



Graffiti Investigations

With content provided by the Saskatoon Police Service's Anti-Graffiti Unit and additional input from police services in Canada and the US, the *Graffiti Investigation* course is an introductory level for all officers. This course explores the various types of graffiti, how to interpret its meaning, and provides guidelines how to successfully investigate graffiti complaints and win convictions on graffiti offenses. This course also advises on methods and techniques that community groups can use to remove graffiti from various surfaces.

Course Length: 2 hours
Price: \$50.00 + GST



Firearms Investigations

Working with the Calgary Police Service and other subject matter experts in various parts of the country, the *Firearms Investigations* course is based on the laws and regulations of the Firearms Act and focuses on the proper use, storage, and confiscation of firearms in Canada and will assist officers in understanding the extent of their authorities in various circumstances and settings.

Course Length: 2 hours
Price: \$50.00 + GST

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Leading by Example, con'd from Pg. 3

(lesbians, bisexual people, gay men, transgender and transsexual) issues, available to all Canadian police services via the CPKN learning portal.

"Toronto Police Service is very pleased to contribute to CPKN's learning catalogue," says Chuck Lawrence, Manager of the TPS Training and Education Unit. "Frontline officers across the country are facing similar issues and we believe that sharing knowledge and experience between services will significantly decrease the duplication of training efforts, creating a win-win situation for the police community at large."

Like all services across the country, TPS is committed to providing the best possible training to ensure the safety and effectiveness of its members. For TPS in 2008 and beyond, e-learning and CPKN is sure to play a significant role in those efforts. ■

COMING SOON: ST. JOHN AMBULANCE FIRST AID

The much anticipated blended learning edition of St. John Ambulance (SJA) First Aid will soon be available. With the development phase complete, the course is currently undergoing the final peer review process and is expected to be released following a SJA-organized pilot in early February.

With a highly interactive, Flash-based design, the online component of this course offers a dynamic learning experience for users. The new blended learning approach also provides significant savings for organizations. With 23 modules now available online, the time spent in a conventional classroom setting is reduced by half and easily enables organizations to customize curriculums to meet their specific training needs.

With 23 modules now available online, the time spent in a conventional classroom setting is reduced by half...

Based on traditional SJA First Aid training materials, the online modules include five core (mandatory) topics and eighteen electives. Based on the electives selected, learners can work toward certification for *Emergency First Aid* or *Standard First Aid* level training. After successfully completing the prescribed online modules, a condensed practical session is held where skills are assessed and tested.

For more information or to arrange a blended SJA First Aid training session for your organization, please contact Les Johnson or Rob Fraser at the SJA National Office at (613) 236-7461. ■



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COMBATING HATE CRIMES IN CANADA

Hate and bias crimes are a daily reality in communities across Canada. Rooted in personal, economic, familial, or societal prejudices, the most common types of hate crime violations involve vandalism, assault, uttering threats, and hate propaganda. However, regardless of the magnitude or motive of a crime or incident, these events promote fear, insecurity, and disunity among minority communities.

As part of CPKN's Diversity Training Catalogue, the Ontario Police College (OPC) and CPKN have collaborated to create *Hate Crimes Awareness*, a module to assist officers in understanding, identifying, responding to, and investigating hate/bias crimes.

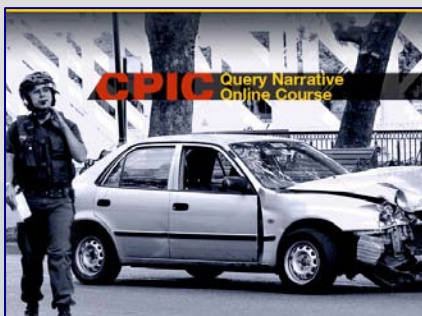
"Many police services across Canada have limited time and resources to provide training to officers dealing with hate crimes and hate/bias incidents," says Saleha Khan, an instructor with the OPC's Race Relations and Adult Education Unit and lead subject matter expert in the development of this module. "This module not only generates greater awareness about the issue, but introduces the basic protocols for responding to hate and bias calls, communicating with victims, and following up on investigations."

Though the incidence of hate/bias crimes and incidents in Canada is growing, it is suspected that the vast majority of incidents go unreported. It is



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essential that victims report these crimes and that law enforcement officials, community groups, and policy makers work together to stem the growth and ensure that victims feel safe and secure in the communities where they live. *Hate Crimes Awareness* is a positive first step toward helping officers working in the diverse communities across Canada respond swiftly, compassionately, and effectively to all hate/bias crimes and incidents. ■



CPIC UPDATE

On conclusion of the *CPIC Query/Narrative Online Course* Canada-wide pilot, comments and suggestions from pilot participants were compiled for review by the course subject matter experts.

Based on this feedback, the English version of the course is currently undergoing editing and other minor revisions and will be re-launched in early February. The French language version will follow in March. ■

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CPKN is endorsed
by the Canadian
Association of
Chiefs of Police.

WHAT IS CPKN?

The Canadian Police Knowledge Network (CPKN) is Canada's leading not-for-profit provider of online training solutions for police officers. Working with subject matter experts from police services and training academies across Canada, CPKN delivers highly effective, economical, and engaging e-learning courses to meet the needs of police services.

In response to a recognized need for an efficient, cost-effective training model for Canadian police services, in 2004 members of the Canadian police community collaborated with government and academic organizations to make CPKN a reality. Today, CPKN is guided by an Advisory Board, which is comprised of prominent members of the Canadian police community, and a Board of Directors which includes senior leaders from police services, training institutions, and provincial government.

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Contact us today for a copy of the upcoming Winter/Spring edition of the CPKN catalogue or visit www.cpkn.ca for the latest information on courses!

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Canadian Police Knowledge Network

P.O. Box 8162
Station T
Ottawa, ON
K1G 3H7



90 University Avenue
Suite 203
Charlottetown, PE
C1A 4K9

Tel: 1.866.357.CPKN (2756) | Fax: 1.866.629.4298 | info@cpkn.ca | www.cpkn.ca

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