



**South Carolina
Law Enforcement Division**

P.O. Box 21398
Columbia, South Carolina
29221-1398

Henry D. McMaster, Governor
Mark A. Keel, Chief

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October 1, 2021

The Honorable Chris Wooten
South Carolina House of Representatives
Legislative Oversight Committee
323D Blatt Building
Columbia, SC 29201

RE: Training for Leadership Positions Survey

Dear Representative Wooten:

Please find attached the survey you requested the South Carolina Criminal Justice Academy conduct on the behalf of the South Carolina Law Enforcement Training Council.

As always, please feel free to contact me if I can be of further assistance.

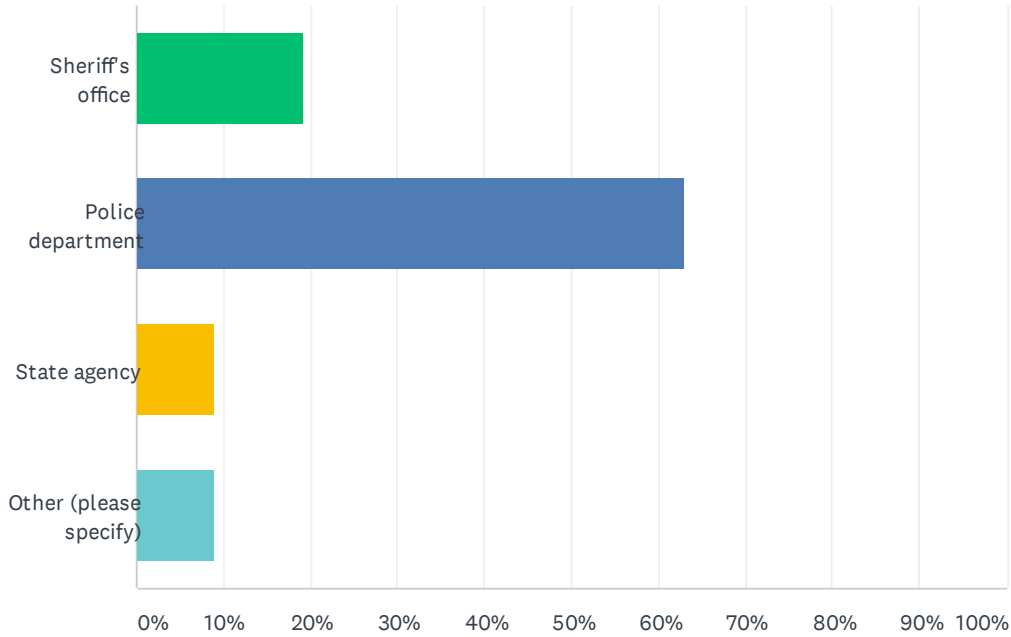
Yours very truly,

Mark A. Keel, Chairman, Law Enforcement Training Council
Chief, South Carolina Law Enforcement Division
On Behalf of the Law Enforcement Training Council

MAK/slm

Q1 Type of entity

Answered: 146 Skipped: 0



ANSWER CHOICES	RESPONSES	
Sheriff's office	19.18%	28
Police department	63.01%	92
State agency	8.90%	13
Other (please specify)	8.90%	13
TOTAL		146

#	OTHER (PLEASE SPECIFY)	DATE
1	Airport Public Safety Department	9/23/2021 8:36 AM
2	Campus Police	9/22/2021 9:55 AM
3	University Police	9/18/2021 10:25 AM
4	Campus Police	9/17/2021 7:12 PM
5	Solicitors Office	9/17/2021 3:38 PM
6	Solicitor's Office	9/17/2021 2:51 PM
7	County Prison Camp	9/17/2021 2:33 PM
8	Solicitors Office	9/17/2021 1:43 PM
9	Railroad Police Department	9/17/2021 1:22 PM
10	Airport	9/17/2021 12:57 PM
11	Water Urtility	9/17/2021 12:33 PM
12	Solicitor's Office	9/17/2021 12:32 PM

Q2 Entity name

Answered: 146 Skipped: 0

#	RESPONSES	DATE
1	Clemson Police Department	9/24/2021 1:46 PM
2	Columbia Metro Airport Dept. of Public Safety	9/23/2021 8:36 AM
3	Cowpens Police	9/22/2021 9:36 PM
4	Belton Police Department	9/22/2021 12:11 PM
5	Piedmont Technical College Campus Police	9/22/2021 9:55 AM
6	Tega Cay Police Department	9/22/2021 9:16 AM
7	Pendleton Police Department	9/22/2021 8:36 AM
8	Iva Police Department	9/22/2021 8:25 AM
9	North Myrtle Beach DPS	9/21/2021 3:59 PM
10	MARLBORO COUNTY SHERIFF'S OFFICE	9/21/2021 2:38 PM
11	Easley Police Department	9/21/2021 10:29 AM
12	Clemson University Police	9/21/2021 8:21 AM
13	Pelion Police Dept	9/20/2021 6:45 PM
14	Kershaw County Sheriffs' Office	9/20/2021 4:55 PM
15	USC Upstate DPS	9/20/2021 3:03 PM
16	Greenwood County Sheriff's Office	9/20/2021 2:37 PM
17	University of South Carolina Police Department	9/20/2021 2:26 PM
18	New Ellenton P.D.	9/20/2021 2:22 PM
19	City of Hanahan	9/20/2021 2:13 PM
20	Simpsonville PD	9/20/2021 2:12 PM
21	Laurens County Sheriff's Office	9/20/2021 1:19 PM
22	Calhoun Falls Police Department	9/20/2021 12:58 PM
23	Darlington Police Department	9/20/2021 12:29 PM
24	Cowpens PD	9/20/2021 11:29 AM
25	Lander University Police Department	9/20/2021 11:28 AM
26	DHEC Drug Control	9/20/2021 10:44 AM
27	Cheraw Police Department	9/20/2021 10:36 AM
28	Abbeville County Sheriff's Office	9/20/2021 10:23 AM
29	South Carolina Office of the Attorney General	9/20/2021 9:39 AM
30	scdps	9/20/2021 9:33 AM
31	Pickens Police Department	9/20/2021 9:31 AM
32	Dorchester County Sheriff's Office	9/20/2021 9:29 AM
33	Richland County Sheriff's Department	9/20/2021 9:21 AM

Training for Leadership Positions

34	Trident Technical College Dept. Public Safety	9/20/2021 9:10 AM
35	North Myrtle Beach DPS	9/20/2021 9:04 AM
36	Inman Police Department	9/20/2021 8:52 AM
37	SC Criminal Justice Academy	9/20/2021 8:45 AM
38	Orangeburg Department of Public Safety	9/20/2021 8:38 AM
39	Springdale Police Department	9/20/2021 8:24 AM
40	Greenville Police Department	9/20/2021 8:16 AM
41	Pickens County Sheriff's Office	9/20/2021 8:12 AM
42	Sumter Police Department	9/20/2021 8:06 AM
43	SC Department of Public Safety	9/20/2021 7:54 AM
44	Due West Police Department	9/20/2021 7:52 AM
45	Piedmont Technical College Public Safety	9/20/2021 7:39 AM
46	SC Dept of Corrections Office of Investigations and Intelligence	9/20/2021 7:35 AM
47	Anderson County Sheriff's Office	9/20/2021 5:10 AM
48	Pawleys Island Police Department	9/20/2021 12:54 AM
49	Barnwell Police Department	9/19/2021 7:14 PM
50	Irmo Police Department	9/19/2021 2:19 PM
51	Greer PD	9/19/2021 11:28 AM
52	Greer Police Department	9/19/2021 9:54 AM
53	Central PD	9/18/2021 11:54 AM
54	Furman University Police Dept.	9/18/2021 10:25 AM
55	Woodruff Police	9/18/2021 7:51 AM
56	Midlands Technical college	9/18/2021 7:34 AM
57	Chesterfield County Sheriff's Office	9/17/2021 11:04 PM
58	South Carolina State port Authority Police Dept.	9/17/2021 10:54 PM
59	Greer Police Department	9/17/2021 9:07 PM
60	Williamston Police Department	9/17/2021 8:34 PM
61	Wofford College Campus Safety	9/17/2021 7:12 PM
62	Jonesville Police Dept.	9/17/2021 6:12 PM
63	Saluda County Sheriff's Office	9/17/2021 5:53 PM
64	McCormick Police Department	9/17/2021 4:33 PM
65	Lexington Police Department	9/17/2021 4:26 PM
66	Laurens PD	9/17/2021 4:07 PM
67	Surfside Beach Police Department	9/17/2021 4:02 PM
68	15th Circuit Solicitors Office	9/17/2021 3:38 PM
69	Calhoun County Sheriff's Office	9/17/2021 3:26 PM
70	Horry county police Dept	9/17/2021 3:10 PM
71	Wellford Police Dept.	9/17/2021 3:06 PM

Training for Leadership Positions

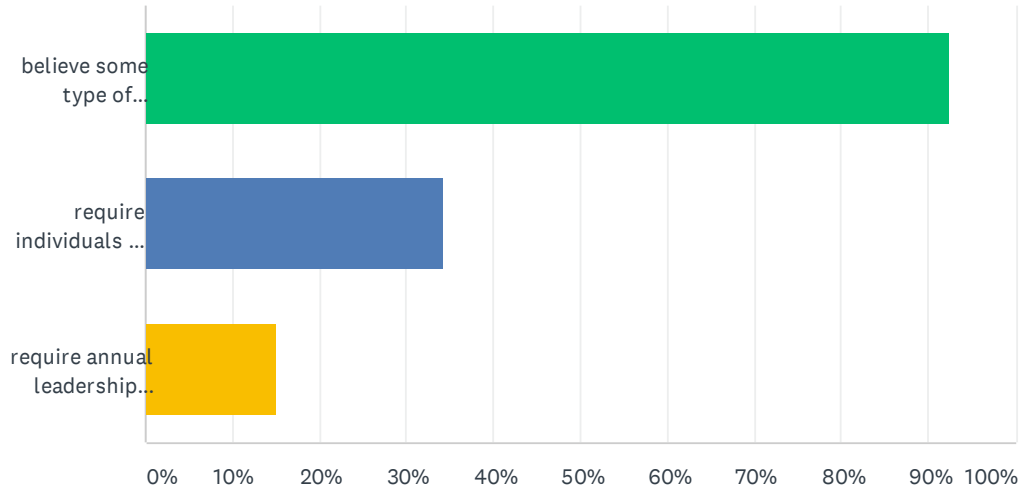
72	Jasper County Sheriffs Office	9/17/2021 2:59 PM
73	Solicitor's Office 3rd Judicial Circuit	9/17/2021 2:51 PM
74	HONEA PATH PD	9/17/2021 2:48 PM
75	Darlington County Prison Camp	9/17/2021 2:33 PM
76	Anderson Police Department	9/17/2021 2:31 PM
77	Goose Creek Police Department	9/17/2021 2:14 PM
78	Liberty Police Department	9/17/2021 1:58 PM
79	Marion County Sheriff's Office	9/17/2021 1:53 PM
80	Pacolet Police Department	9/17/2021 1:47 PM
81	North Augusta Dept. of Public Safety	9/17/2021 1:45 PM
82	Lexington PD	9/17/2021 1:44 PM
83	15th Circuit Drug Enforcement Unit	9/17/2021 1:43 PM
84	Burnettown PD	9/17/2021 1:38 PM
85	Kingstree Police Department	9/17/2021 1:31 PM
86	CSX Railroad Police Department	9/17/2021 1:22 PM
87	Bishopville PD	9/17/2021 1:21 PM
88	HARLEYVILLE POLICE DEPARTMENT	9/17/2021 1:20 PM
89	Ware Shoals PD	9/17/2021 1:05 PM
90	Charelston County Aviation Authority	9/17/2021 12:57 PM
91	Lake View Police Department	9/17/2021 12:50 PM
92	York Technical College Public Safety	9/17/2021 12:50 PM
93	Barnwell Police Department	9/17/2021 12:43 PM
94	Charlie M. Weaver	9/17/2021 12:43 PM
95	Colleton County Sheriff's Office	9/17/2021 12:40 PM
96	Paul S Smith	9/17/2021 12:40 PM
97	Spartanburg water safety and security	9/17/2021 12:33 PM
98	Second Circuit Solicitor's Office	9/17/2021 12:32 PM
99	Allendale Police Department	9/17/2021 12:22 PM
100	Westminster Police Department	9/17/2021 12:18 PM
101	Goose Creek Police Department	9/17/2021 12:16 PM
102	Lexington county sheriffs department	9/17/2021 12:09 PM
103	Newberry Police Department	9/17/2021 12:09 PM
104	Moncks Corner Police Department	9/17/2021 12:08 PM
105	Bamberg County Sheriff's Office	9/17/2021 12:03 PM
106	Florence county sheriffs office	9/17/2021 12:02 PM
107	Campus Police	9/17/2021 12:00 PM
108	Lexington Medical Center Public Safety	9/17/2021 11:59 AM
109	Isle of Palms	9/17/2021 11:56 AM

Training for Leadership Positions

110	Clafin University Department of Public Safety	9/17/2021 11:56 AM
111	Springfield Police Department	9/17/2021 11:54 AM
112	SC State Transport Police	9/17/2021 11:51 AM
113	Honea Path Police Dept.	9/17/2021 11:48 AM
114	RIDGEVILLE POLICE DEPARTMENT	9/17/2021 11:46 AM
115	Travelers Rest Police Department	9/17/2021 11:46 AM
116	Spartanburg County Sheriff's Office	9/17/2021 11:42 AM
117	Pawleys Island Police Department	9/17/2021 11:42 AM
118	Lexington County Sheriff's Department	9/17/2021 11:40 AM
119	SWANSEA POLICE DEPARTMENT	9/17/2021 11:37 AM
120	Myrtle Beach Police Department	9/17/2021 11:35 AM
121	Darlingtn County Sheriff's Office	9/17/2021 11:35 AM
122	Mauldin Police Department	9/17/2021 11:33 AM
123	Bethube Police Dept	9/17/2021 11:32 AM
124	Isle of Palms Police Department	9/17/2021 11:32 AM
125	Marion Police Department	9/17/2021 11:31 AM
126	Ninety Six Police Department	9/17/2021 11:30 AM
127	Denmark Tech Department of Public Safety	9/17/2021 11:30 AM
128	Mullins Police Department	9/17/2021 11:29 AM
129	State Transport Police	9/17/2021 11:29 AM
130	NEWBERRY COUNTY SHERIFF'S OFFICE	9/17/2021 11:29 AM
131	Gaffney Police Department	9/17/2021 11:28 AM
132	SC Forestry Commission	9/17/2021 11:27 AM
133	York Police Department	9/17/2021 11:27 AM
134	Bluffton Police Department	9/17/2021 11:27 AM
135	Lancaster County Sheriff's Office	9/17/2021 11:27 AM
136	Williston Police	9/17/2021 11:27 AM
137	Horry County Sheriff's office/ J. Reuben Long Detention Center	9/17/2021 11:26 AM
138	Francis Marion Univ. Police Dept.	9/17/2021 11:26 AM
139	Atlantic Railways	9/17/2021 11:26 AM
140	Florence County Sheriff's Office	9/17/2021 11:26 AM
141	Lancaster County Sheriff's Office	9/17/2021 11:25 AM
142	Greenville Police Department	9/17/2021 11:25 AM
143	Walhalla Police Department	9/17/2021 11:23 AM
144	Fairfield County Sheriff's Office	9/17/2021 11:23 AM
145	Charleston County Aviation Authority Police Department	9/17/2021 11:22 AM
146	Cayce Department of Public Safety	9/17/2021 11:22 AM

Q3 Does your office (select all that apply):

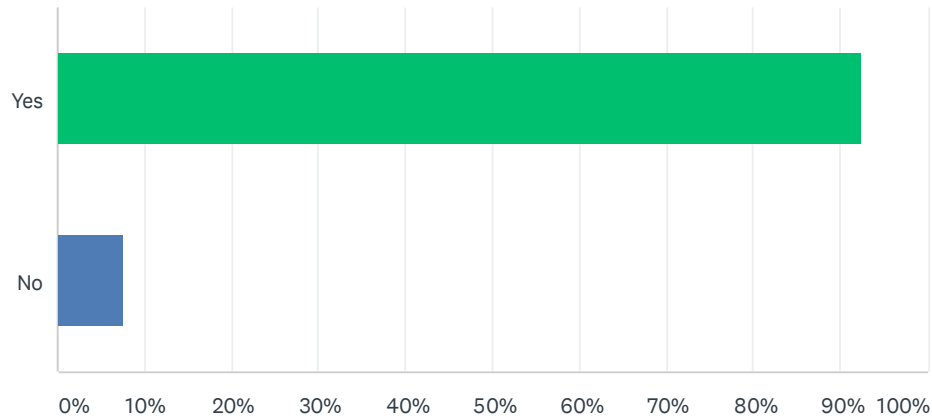
Answered: 146 Skipped: 0



ANSWER CHOICES	RESPONSES
believe some type of leadership or supervisor training would be helpful for individuals in a supervisory role?	92.47% 135
require individuals to receive initial leadership or supervisor training before an individual is promoted or hired to serve in a supervisory role?	34.25% 50
require annual leadership and/or supervisor training for an individual to remain in a supervisory role?	15.07% 22
Total Respondents: 146	

Q4 Would your agency be interested in an Academy leadership certification program designed for those officers seeking promotional or supervisory opportunities?

Answered: 146 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	92.47% 135
No	7.53% 11
TOTAL	146

#	IF SO, PLEASE LIST SOME OF THE TOPICS YOU WOULD LIKE TO SEE TAUGHT IN THIS COURSE.	DATE
1	Effective leadership styles Ethical Behavior and Conduct for Supervisors Proactive Leadership Strategies Conflict Management for Supervisors	9/23/2021 8:36 AM
2	Accountability, Integrity, How to handle all disciplinary actions appropriately.	9/22/2021 12:11 PM
3	Leadership that deals with the different generations and their differences.	9/22/2021 9:55 AM
4	Legal and application of policy and procedure Hiring and background practices Self Assessments Accreditation Retention Employee development Team building Emotional Intelligence Effective Communication Budgeting	9/22/2021 8:36 AM
5	Management vs Leadership Organizational leadership Leadership Styles Effective Delegation Integrity Effective Communication Initiating and Accepting Change	9/21/2021 3:59 PM
6	The FBI-LEEDA Trilogy leadership courses are great and cover many wide ranging topics of differing leadership levels. Something similar to their program would be great for the SCCJA to offer.	9/21/2021 10:29 AM
7	Understanding authority, crucial/leadership conversations, public trust and legitimacy, procedural justice,	9/21/2021 8:21 AM
8	21st Century Policing Report, De-escalation training, personnel management, counseling and development	9/20/2021 6:45 PM
9	How to be an effective leader, dealing with toxic employee, culture diversity, commending and disciplining	9/20/2021 4:55 PM
10	Effective officer evaluation, Leadership styles and delegation, Leadership Integrity, Budgeting, Purchasing, Discipline	9/20/2021 3:03 PM

Training for Leadership Positions

11	Burden of Command Generational Gaps Motivating those under your command Accountability of yourself and others Sacrifices of Leadership	9/20/2021 2:37 PM
12	Any topics pertaining to leading a group of men and women to meet goals and accomplishments.	9/20/2021 2:26 PM
13	Dealing with difficult employees, Budget restraints, & Characteristics of a successful supervisor.	9/20/2021 2:22 PM
14	Conflict Resolution; Vicarious Liability; Employee Evaluation; Self Evaluation; Chronological; Disciplinary Actions; Policy Review and Interpretation; Time Management; Team Building Skills.	9/20/2021 2:13 PM
15	Leadership through adversity, Empathetic leadership, Overcoming bad employees, how to correctly rate subordinates.....	9/20/2021 2:12 PM
16	Basic leadership and supervisor training. Include civil liability and training direct at supervising a shift of patrol officers. Example of discipline to most frequent violation. Techniques for adjusting to Supervisor roles.	9/20/2021 11:28 AM
17	Leadership by example, conflict resolution, ethics and accountability, continuing education...	9/20/2021 10:36 AM
18	Learning how to talk with individuals, that they will be supervising or people that they may encounter as a supervisor. Dealing with different situations as a supervisor, such as a disagreement amongst your subordinates. Knowing how to handle a situation that your supervisor (Lieutenant/Captain) may handle but that you may have to deal with due to their absence.	9/20/2021 10:23 AM
19	I answered no because this is offered already but has not been utilized.	9/20/2021 9:39 AM
20	Dealing with troubled employee's; documentation of discipline; positive reinforcement ; developing mentorship goals and benchmarks.	9/20/2021 9:29 AM
21	First Line leadership and mid level leadership. Taught by the mobile training unit. Please have mobile training sites in the midlands area.	9/20/2021 9:21 AM
22	Supervision training specifically for Corporals, Sergeants and Lieutenants.	9/20/2021 9:10 AM
23	Hiring, recruiting, grant writing, retention practicing for employees,	9/20/2021 9:04 AM
24	Conflict communication and resolution, Disciplinary documentation	9/20/2021 8:45 AM
25	Leadership on different levels. Leadership evolves as your responsibilities change.	9/20/2021 8:24 AM
26	Legal Aspects of Supervision Team First Attitude Burden of Command	9/20/2021 8:12 AM
27	Employee management, Citizens complaints, performance review of employees	9/20/2021 8:06 AM
28	Leadership Principles, Techniques, Desirable Traits of a Good Leader, Understanding your Officers, Problem Solving, Accountability, Morale within the Organization	9/20/2021 7:54 AM
29	Effective Personnel Management, Importance of attitude and vision in a supervisory role, Adjusting to generational changes, Being a leader vs. Boss, etc...	9/20/2021 7:39 AM
30	Conflict resolution, delegation, mentoring, performance evaluating, effective communication, time/energy management, basic leadership and advanced leadership classes	9/20/2021 5:10 AM
31	How to manage other employees Dealing with general public and complaints	9/19/2021 7:14 PM
32	Ethical decision-making, managing misconduct, trends in law enforcement, employee wellness.	9/19/2021 2:19 PM
33	Liability, supervising multiple generations,	9/19/2021 11:28 AM
34	Working with Millennials, Adult Learning Theories, Supervisory Liability, Problem Solving, Leadership Styles, and Leadership Principles	9/19/2021 9:54 AM
35	Leadership skills. How to speak with subordinates and discipline. Roles of the supervisor . How to handle complaints	9/18/2021 11:54 AM
36	Emotional intelligence, leadership, motivating employees, handling complaints, ethics, inter-personal skills.	9/18/2021 10:25 AM

Training for Leadership Positions

37	Ethics, Leadership tools,	9/17/2021 10:54 PM
38	management theories and practices police services and service expectations. challenges of changing demographics, social norms and community expectations employee feedback and coaching. problem employees. problem solving police liability critical policies, practices and training risk potential and management how critical policies are developed, updated and implemented. ethically-centered leadership generational groups and the differences in their motivations. importance of police data and documentation communication	9/17/2021 8:34 PM
39	Leadership skills, de-escalation, supervision skills.	9/17/2021 7:12 PM
40	Diversity training, Public speaking, problem-solving, disciplinary tactics	9/17/2021 6:12 PM
41	how to deal with troubled employees, legal liability as a leader/supervisor, best ways to be proactive as a leader, when to or recommend an employee to be terminated. how to lead a group (get them to do what you need them to do). considerations on leading employees on the path to success / career paths and to stay till retirement.	9/17/2021 5:53 PM
42	Supervising difficult officers, Fair disciplinary standards	9/17/2021 4:33 PM
43	Team work building, Counseling subordinates, Time management, Developing subordinates to assume the next position, How to provide direction to subordinates based off department goals, Motivating subordinates, and Incident command (preparing young officers to assume IC until command staff arrive)	9/17/2021 4:26 PM
44	Supervisor Liability, Department Liability, Proper FTO training, Continuity of Command, Leadership Ethics, Leadership Traits, Taking responsibility, How to deal with officer involved issues, and many other topics.	9/17/2021 4:07 PM
45	Leading in times of change, confronting toxic employees, recognizing officers in crisis, importance of physical and mental wellness, discipline, recognizing and commending superior performance, developing subordinates.	9/17/2021 4:02 PM
46	There are too many to list. There is a need for every subject from ethics to basic government finance and budgeting.	9/17/2021 3:26 PM
47	Disciplinary Procedures Counseling	9/17/2021 2:59 PM
48	TIME MANAGMENT, ETHICS, DECISION MAKING,	9/17/2021 2:48 PM
49	Civill Liability	9/17/2021 2:31 PM
50	Management training specifically aimed at small departments	9/17/2021 1:58 PM
51	Ethics Leadership by example Critical incident management Decision making Accountability Dealing with problem employees	9/17/2021 1:53 PM
52	I've seen horrible leaders with tons of training and I've also seen great leaders with less training but tons of real world experience. Training is certainly beneficial but should not be the be all end all of who gets promoted.	9/17/2021 1:47 PM
53	Managing performance, discipline, leadership styles, roles of leaders & managers.	9/17/2021 1:44 PM
54	Moral Lead by example Dealing with Discipline Issues	9/17/2021 1:38 PM
55	Possibly in the future.	9/17/2021 1:22 PM
56	Supervisor accountability;	9/17/2021 1:21 PM
57	RACIAL AWARENESS; INTERDEPARTMENTAL CONFLICT RESOLUTION;	9/17/2021 1:20 PM
58	I would like to see this course cover how to help with the disconnect between the departments office staff and the patrol officers.	9/17/2021 12:50 PM
59	Conflict management, mentoring, positional leadership, problem solving, project planning and delegating.	9/17/2021 12:50 PM
60	Conflict Resolution, Police Operations Management, Disciplinary Action mitigation	9/17/2021 12:43 PM
61	More for advanced leadership training.	9/17/2021 12:40 PM
62	Internal Conflict Resolution Techniques to get the most out of your team	9/17/2021 12:32 PM

Training for Leadership Positions

63	Front line supervisor, management of people	9/17/2021 12:18 PM
64	Management vs. Leadership FMLA and workers comp information Any specific Police workload management classes. 1st and 2nd amendment auditor classes. Proper disciplinary techniques and how to apply them. Stress management.	9/17/2021 12:16 PM
65	Ethics Critical thinking skills Dealing with problem employees Evaluations Workers comp Problem solving Implementation of policies	9/17/2021 12:09 PM
66	Self-management, conflict resolution, team building	9/17/2021 12:08 PM
67	Supervision / Management / Leadership/ Communication	9/17/2021 12:03 PM
68	Manager Skills, priorities of task and work. Stress management as a leader and how to delegate duties.	9/17/2021 12:02 PM
69	Liability, Officers rights, IA Investigations and complaints, Legal standards associated with supervisors, responsibility to department as well as officer in supervisory capacity.	9/17/2021 11:59 AM
70	Intro to Leadership, Leadership in Teams and Organizations, Communication, Leadership of Change, Managing Organizations, Becoming and Effective Leader, Accountability, Professionalism	9/17/2021 11:56 AM
71	Officer Safety Community Oriented Policing and Policies Organizational Leadership	9/17/2021 11:54 AM
72	conflict resolution, Diversity, Organizational Culture, Performance Management, Team Leadership	9/17/2021 11:51 AM
73	How to deal with people on a professional and courteous level. This would be dealing with people in the department and public.	9/17/2021 11:48 AM
74	CONFLICT RESOLUTION AND ANY RACE BASED TRAINING	9/17/2021 11:46 AM
75	Communication Accountability	9/17/2021 11:46 AM
76	Leadership traits. Setting examples.	9/17/2021 11:40 AM
77	Principals of leadership, knowing your people, advance communication skills.	9/17/2021 11:35 AM
78	Proven leadership skills, conflict resolution, retaining employees	9/17/2021 11:35 AM
79	Dealing with Internal Investigations, Leadership styles, accountability, how to supervise through diversity and generational differences	9/17/2021 11:33 AM
80	Basic Budgeting, Leadership and the generational gaps, addressing internal team complaints, internal affairs basics, Documenting Use of Force as a supervisor, Proper discipline techniques, equitable sharing	9/17/2021 11:32 AM
81	Patrol tactics , leadership skills	9/17/2021 11:31 AM
82	How to be an effective leader; how to lead different generations and how to relate to each of them; effective disciplinary techniques; organizational skills; how to motivate and mobilize your employees; communication skills	9/17/2021 11:30 AM
83	Teaching strategies when training millennial and centennial officers.	9/17/2021 11:30 AM
84	Leader vs supervisor, Rolls of a supervisor, fair practice	9/17/2021 11:29 AM
85	OVERALL LEADERSHIP. ABILITY TO SEPARATE LEADERSHIP/FRIENDSHIP EFFECTIVELY. MENTORING YOUNG/NEW OFFICERS. ABILITY TO LOOK FOR ANY DANGER SIGNS IN SUBORDINATES ACTIONS FOR INTERVENTION BEFORE EXCESSIVE FORCE ISSUES OR EVEN SUICIDAL IDEATIONS.	9/17/2021 11:29 AM
86	What makes a good leader, how to earn respect from those that you supervise, how to be successful in a leadership role.	9/17/2021 11:27 AM
87	basic leadership issues, personel conflict resolution, employee evaluation, LGBTQ community, Liability issues	9/17/2021 11:27 AM
88	Managing difficult employees & Motivation and leadership	9/17/2021 11:27 AM
89	Handling the toxic employee, Don't be a micromanager, Empathy	9/17/2021 11:27 AM

Training for Leadership Positions

90	Leadership quality. Communication skills	9/17/2021 11:27 AM
91	Selfless leadership Roles of a leader Leading from the front Professional Courage	9/17/2021 11:26 AM
92	Possibly, certification is a strong word. Certification is only as good as the course.	9/17/2021 11:26 AM
93	Situational Leadership Theory, Style Theory, Transformation Theory. Basically theories that are taught at the college (Masters Degree) level would be beneficial.	9/17/2021 11:26 AM
94	Front Line supervision	9/17/2021 11:26 AM
95	Emotional Intelligence, Generational Differences, Servant Leadership, Ethics The FBI-LEEDA program is great.	9/17/2021 11:25 AM
96	legal risk and liability, managing problem employees	9/17/2021 11:25 AM

Q5 Additional comments:

Answered: 20 Skipped: 126

#	RESPONSES	DATE
1	This is an issue that has not been addressed. We have to seek opportunities outside this state in order to facilitate a lot of growth	9/22/2021 8:36 AM
2	We would mandate classes for all future supervisors if it was possible to hold the classes more regularly.	9/20/2021 2:12 PM
3	Possibly requiring newly promoted officers to attend basic or advanced leadership training as a requirement to function in or keep that promotion within six months of having been promoted.	9/20/2021 10:36 AM
4	What I would like to see is an annual ethics course required for certification and re-certification. An annual course that reviews the various defense methods - escalation - and what to avoid would also be helpful. I also believe that more frequent training in court procedure to help officers understand what attorneys face to get a case to a trial (more than what is known by the officers) would be very helpful. (DOCUMENT EVERYTHING) This is also true of Social services; patrol officers particularly work frequently with DSS "investigators" but neither seems to understand that each has a very different mission. As a 33 year veteran, who has worked patrol, investigations and countless other assignments I am now in a position that allows me oversight and know that while the Academy is teaching the correct behavior/response - not all agencies re-enforce what is taught. For me there is nothing sadder than an officer's name listed as the defendant in a criminal matter. The Academy has done a great job of responding to the storm that arose around LE in the last few years but there is more work to do.	9/20/2021 9:39 AM
5	It would be nice to spread a class like that around so more agencies could host and smaller agencies could attend	9/20/2021 8:52 AM
6	Much Needed	9/20/2021 7:54 AM
7	N/A	9/19/2021 9:54 AM
8	I think this would be a great opportunity for someone seeking to be promoted. We don't have anything except self taught or ojt.	9/18/2021 11:54 AM
9	In theory supervisor training is needed but availability needs to be taken into consideration. As a small agency we run into money and coverage issues to obtain this training. These requirements are needed but they are internal related issues that the academy and state law need to stay out of. If such a program were to be implemented, the academy needs to make it web based to allow for smaller agencies with limited funding and shift coverage to attend. Example is, based on staffing, I have two officers at the academy, one on light duty, and one out on covid; I am, as chief, the only relief officer having to work the road therefore no one can attend training due to no being able to cover shift. By making it web based, I can get more officers through training while working with our limitations. Another option is to make the lesson plans accessible to field instructors giving us the ability to train in the field around our work schedules.	9/18/2021 7:51 AM
10	I believe this is one of the most critical areas in modern law enforcement	9/17/2021 8:34 PM
11	none	9/17/2021 6:12 PM
12	Role playing scenarios or table top scenarios would be a great way to evaluate what is learned in the class.	9/17/2021 4:26 PM
13	This should not be required training but offered for agencies lacking in this training.	9/17/2021 4:07 PM
14	All first line supervisors in this agency are sent to a basic leadership or supervisor class and we use FBI-LEEDA for everyone Lieutenant and above	9/17/2021 3:26 PM
15	I try to run my department in a way where my officers are appreciated and minimalized the disconnect between the administration staff and the road officers. Too many times I've seen it other agencies where patrol is taken for granted and the office staff doesn't help like they	9/17/2021 12:50 PM

Training for Leadership Positions

should. This is actually a big issue in bigger departments, this should be addressed, everyone should work together as a team, and distribute the workload evenly.

16	I know you can't teach it but have people use their common sense. This would be a great class.	9/17/2021 11:48 AM
17	I am a huge proponent that all police chiefs should be mandated to attend the SC Chiefs School within one year of appointment.	9/17/2021 11:32 AM
18	Have classes/certs. Like before. Front line supervisor, mid level, senior level.	9/17/2021 11:29 AM
19	N/A	9/17/2021 11:29 AM
20	Thank you for considering this training.	9/17/2021 11:27 AM