

The 12 Tenets of Training

The 12 tenets of training are meant to provide leaders and training personnel with key considerations to assist in identifying training that has been vetted, has proven to be effective, and is taught by qualified, certified, and continually evaluated instructors. Leaders and training personnel should develop a process for applying the checklist of the 12 tenets of training presented below to every course in their agency's training curriculum.

1. **Can you clearly articulate the problem that you are trying to solve or prevent through training?** (Enter the problem you are trying to solve or prevent below.)

2. **Did you review the training curriculum and consider whether the course delivery format (e.g., in person, virtually, lecture, scenarios, etc.) is appropriate to best address the issue you are trying to solve?**

yes no

3. **Have you considered the length of the course and whether it is appropriate for effectively teaching the learning objectives and achieving the desired outcomes?**

yes no

4. **Did you review the frequency and duration of the course offerings and consider whether they are the most appropriate for your training goals and time allotment?**

yes no

5. **Who is providing the training?** (Enter below.)

6. **Did you research the training provider's background and experience in providing this training?**

yes no

If **yes**, have you considered whether the training will be, or should be, certified by your state's POST, IADLEST, or some other national training certification/accreditation program?

yes no

7. **Did you review how the training provider trains and certifies their instructors?**

yes no

8. **Did you review how the training entity evaluates the quality of their instructors?**

yes no

9. **Did you review how the training entity evaluates their instructors for consistency in delivery of the training curriculum?**

yes no

10. **Did you review how often the training curriculum is evaluated, reviewed, and updated to ensure the learning objectives are being taught with the most relevant data?**

yes no

11. **Have you considered whether the training can be taught to multiple agencies at the same time or if it is agency-specific (e.g., tailored to the internal policies and procedures of a particular law enforcement agency)?**

yes no

12. **Can you clearly articulate how the training effectively solves or prevents the problem that you identified?** (Enter the rationale below.)

No If you selected 'No' to any of the above questions, your agency may not be ready to deploy this training. We recommend you review the questions and consider methods to strengthen your understanding in these areas before training deployment.

Yes If you selected 'Yes' to all of the above questions, you have successfully applied the 12 tenets of training and are ready to deploy this course.

For more background on developing training, please refer to the [COPS Office](#) or the recent [report](#) on its critical incident review of the active shooter response at Robb Elementary School in Uvalde, Texas.