First Line Police Supervision (CJSA 2335)

Credit: 3 semester credit hours (3 hours lecture)

Prerequisite/Co-requisite: none

Course Description:
Development of supervision techniques and practices for the first-line supervisor and development of desirable traits of a supervisor with emphasis on individual and group leadership. Special emphasis on the balance between the individual and the organization.

Required Text and Materials
2. A package of #882 Scantrons and #2 pencils

Course Objectives
1. Analyze the traits of a good supervisor (SCANS: C5, F1, F2, F5)
2. Compare characteristics of individual and group supervisory problems (SCANS: C5, C6, F1, F2, F5)
3. Describe the supervisor's role in the balance between the individual and the organization. (SCANS: C5, C6,C7,F1, F2)

SCANS Skills and Competencies
Beginning in the late 1980’s, the U.S. Department of Labor Secretary’s Commission on Achieving Necessary Skills (SCANS) conducted extensive research and interviews with business owners, union leaders, supervisors, and laborers in a wide variety of work settings to determine what knowledge workers needed in order to perform well on a job. In 1991 the Commission announced its findings in *What Work Requires in Schools*. In its research, the Commission determined that “workplace know-how” consists of two elements: foundation skills and workplace competencies.

Blackboard: [WWW.LIT.EDU](http://WWW.LIT.EDU) Distance Education Log In Student ID Password: Last 6 numbers of Social Security.

Course Outline
A. Welcome to College
   1. Introduction of faculty and students
   2. Who am I?
   3. What am I doing here?
B. LIT
   1. Policies

Approved 11/2010
2. Academic calendar
3. Physical facilities

C. Library Resources
1. Location
2. Data Searches

D. The Challenges for Modern Policing
1. Principles of Policing
2. Peel’s Principles
3. The Change Imperative
4. Community Policing
5. Advancement in Technology
6. Professionalism and Accountability
7. The Ethical Leadership Challenge

E. The Importance of Ethical Leadership
1. Role of Values and Discretion
2. A Means to Accomplish Goals
3. Ethical Leadership Defined
4. Ethical Leadership Development
5. Contemporary Views on Leadership Competencies
6. Leadership Competencies
7. Communication and Related Interpersonal Competencies
8. Motivational Competencies
9. Problem-solving Competencies
10. Planning and Organization Competencies
11. Actuation-Implementation Competencies

F. Concepts and Dynamics of Leadership
1. Approaches to the Study of Leadership
2. Leadership Theories Overview
3. Leadership is not Management

G. Ethics, Morality, and Leadership
1. Ethics defined
2. Theoretical basis for ethics
3. Ethics and Virtue
4. Ethics and Morality
5. Ethics and Choice
6. Law enforcement Code of Ethics and Conduct

H. Policing and Professional Conduct
1. Policing as a Profession
2. Police misconduct
3. Role of the police subculture
4. Police officer rights

I. Communication: Key to Interpersonal Relations
1. Communications defined
2. The context for communication
3. Speech and interpersonal communications
4. Special challenges in communication
5. Cross-cultural communication
6. Media relations
7. Managing communication conflict
8. Tactical communications

J. Motivation: Key to Personal and Professional Success
1. The context for motivation
2. Attitude and motivation
3. Individual differences and motivation
4. Behavior Assumptions, motivation and leadership style
5. The ethical leader as motivator
6. Motivation and burnout

K. Ethical Decision Making and Problem Solving
1. Ethical decision making
2. Problem solving
3. The SARA problem-solving model
4. Problem-solving in groups
5. Problem-solving through group consensus
6. Barriers to problem-solving

L. Planning, Organization, Implementation, and Evaluation
1. Planning
2. Contingency planning
3. Crime prevention through environmental design
4. Organization

M. Ethical Leadership in the Context of Policing a Community
1. Community policing defined
2. Context for community policing
3. Working with diversity
4. Building community partnerships
5. Community partnerships in action

N. Policing and Homeland Security
2. Natural disaster
3. Environmental disaster
4. The terrorist threat
5. The PATROT Act
7. The 9/11 Commission

O. Strategic Policing
1. Change and innovation
2. CompStat
3. Strategic policing

P. The Vision for Change
1. Twenty-first Century issues in policing
2. Policing difficulties, Consequences, and growth
Disabilities Statement
The Americans with Disabilities Act of 1992 and Section 504 of the Rehabilitation Act of 1973 are federal anti-discrimination statutes that provide comprehensive civil rights for persons with disabilities. Among other things, these statutes require that all students with documented disabilities be guaranteed a learning environment that provides for reasonable accommodations for their disabilities. If you believe you have a disability requiring an accommodation, please contact the Special Populations Coordinator at (409) 880-1737 or visit her office located in the Cecil Beeson Building, Student Services.

Course Evaluation
90 – 100 = A  
80 – 89 = B  
70 – 79 = C  
60 – 69 = D  
0 – 59 = F

- 10% Class Participation: Students will work on teams and single projects during class. They are to bring a current event on First Line Police Supervision and their web assignment to discuss.
- 10 % Attendance Policy: Students are to attend Tuesday class. The only automatically excused absence is for college-related events. Medical emergency requires a written doctor’s excuse. Five absences may result in a student receiving an F for the semester.
- 20% Weekly Assignments: Each Blackboard Assignment will require students to review assigned topics, and complete the required written assignment.
- 15% Unit Exams: There will be three unit exams over material covered in class and web assignments. You will need a #2 pencil and a Scantron for each exam.
- 30% Final Project: Each team will develop a 10 minute course video to upload to You Tube. Each member of the Team must document their role in the project, and provide a copy of their script. The URL will be provided to each class member.
- 15% Final Exam: This will be a comprehensive exam over First Line Police Supervision.

Course Requirements
1. Thirteen online web assignments.
2. Final report.
3. Three unit exams.
4. Students will be assigned to teams for developing a You Tube video.
5. Comprehensive final exam.
## Course Schedule

<table>
<thead>
<tr>
<th>Week</th>
<th>Class Topic</th>
<th>Thursday</th>
<th>Tuesday</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Overview of course, Introduction of Instructor</td>
<td>No Assignment</td>
<td>Review course syllabus</td>
</tr>
<tr>
<td>2</td>
<td>Chapter 1. The Challenge for Modern Policing</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Modern Policing</td>
</tr>
<tr>
<td>3</td>
<td>Chapter 2. The Importance of Ethical Leadership</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Ethical Leadership</td>
</tr>
<tr>
<td>4</td>
<td>Chapter 3. Concepts and Dynamics of Leadership</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Leadership Dynamics</td>
</tr>
<tr>
<td>5</td>
<td>Chapter 4. Ethics, Morality, and Leadership</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Ethics, Morality, and Leadership</td>
</tr>
<tr>
<td>6</td>
<td>Chapter 5. Policing and Professional Conduct</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Policing and Professional Conduct Exam over Chapters 1-4</td>
</tr>
<tr>
<td>7</td>
<td>Chapter 6. Communication: Key to Interpersonal Relations</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Interpersonal Relations</td>
</tr>
<tr>
<td>8</td>
<td>Chapter 7. Motivation: Key to Personal and Professional Success</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Motivation: Key to Personal and Professional Success</td>
</tr>
<tr>
<td>9</td>
<td>Chapter 8. Ethical Decision Making and Problem Solving</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Ethical Decision Making and Problem Solving</td>
</tr>
<tr>
<td>10</td>
<td>Chapter 9. Planning, Organization, Implementation, and Evaluation</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Planning, Organization, Implementation, and Evaluation</td>
</tr>
<tr>
<td>11</td>
<td>Chapter 10. Ethical Leadership in the Context of Policing a Community</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Leadership in the Context of Policing a Community</td>
</tr>
<tr>
<td>12</td>
<td>Chapter 11. Policing and Homeland Security</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Policing and Homeland Security Exam over Chapters 5-10</td>
</tr>
<tr>
<td>13</td>
<td>Chapter 12. Strategic Policing</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of Strategic Policing</td>
</tr>
<tr>
<td>14</td>
<td>Chapter 13. The Vision for Change, TCLEOSE New Supervisor Course Overview</td>
<td>Complete Web Assignment</td>
<td>Discuss key elements of The Vision for Change, responsibilities of a Supervisor Exam over Chapter 12-13</td>
</tr>
<tr>
<td>15</td>
<td>TCLEOSE New Supervisor Course Overview</td>
<td>Work on final report</td>
<td>Discuss key elements of The Vision for Change, responsibilities of a Supervisor Exam over Chapter 12-13</td>
</tr>
<tr>
<td>16</td>
<td>Final Exam</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Technical Requirements

The following minimum technical requirements are recommended for online courses:

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Specification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating System</td>
<td>Windows XP or Vista, MAC OS 10.4 or higher</td>
</tr>
<tr>
<td>Processor</td>
<td>1 GHz or higher</td>
</tr>
</tbody>
</table>
### Memory
256 MB of RAM  
If running Vista: 512 MB of RAM

### Hard Drive Space
500 MB free disk space

### Browser
**Windows:** Supported:
- Internet Explorer 6.0
- Internet Explorer 7.0
- Firefox 2.0

Unsupported Browsers:
- Internet Explorer 8
- Firefox 3.0

**MAC OS 10.4, 10.5:** Supported:
- Safari 3.0
- Safari 3.1
- Firefox 2.0

Unsupported Browsers
- Safari 3.2
- Firefox 3.0

Note: Cookies, Java, and JavaScript must be enabled. Pop-up blockers should be configured to permit new windows from LIT.

[Click here to check your browser.]

### Browser Plug-ins
In addition to the minimum system requirements needed to access Blackboard, you may also need additional browser plug-ins to view some of the content.
Common plug-ins include:
- Adobe Acrobat
- Adobe Flash Player
- Quicktime
- Windows Media Player

### Internet Connection
Broadband (cable or DSL) connection required

### Additional Software
You should be running the most recent version of Java.

---

### Contact Information
**Instructor:** Major Dennis White, LCC  
**Office:** Building: TC Room: 214  
**Telephone:** (409) 880-1713 Ext. 8023  
**E-mail:** dwhite@lit.edu  
**Office Hours:** 8:30-10:00 a.m. MTWRF