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

1. *Effective Police Supervision, 6th* Edition, Harry W. More & Larry S. MillerP.J. Ortmeier & Edwin Meese III, Anderson Publishing, ISBN: 978-1-4377-5586-2

Course Objectives

Upon completion of this course, the student will be able to:
1. Analyze the traits of a good supervisor.
2. Compare characteristics of individual and group supervisory problems.
3. Describe the supervisor's role in the balance between the individual and the organization.

Course Outline

A. Introduction
   1. Introduction of faculty and students
   2. Review Syllabus
   3. Review Class Policies
   4. Familiarize yourself with the learning environment
B. Supervision – *The Management Task*
   1. Transformation
   2. Supervisory Skills Areas
   3. Human Skills
   4. Tactical Skills
   5. Affective Skills (A)
   6. Conceptual Skills
   7. Knowledge-Based Skills (K)
   8. Self-Appraisal
   9. Management Expectations of the supervisor
   10. Subordinates' Expectations of the Supervisor
   11. Peer Expectations of the Supervisor
C. Community Oriented Policing and Problem Solving – *Improving Neighborhood Quality of Life*
   1. Definition
   2. Empowerment
   3. Quality supervision
   4. Process Facilitation
   5. Building Partnerships within the Police department
   6. Identifying Stakeholders
   7. Supervising Community Police Officers
   8. Managing Failure
D. Interpersonal Communications – *Striving for Effectiveness*
   1. The Importance of Communication Skills
   2. The communication Process
   3. Communication patterns
   4. Barriers to Communication
   5. Overcoming Communication Barriers
   6. Feedback
   7. The Art of Listening
   8. Communicating with Limited English Proficiency
   9. Intercultural communications

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10. Communicating with Hearing-Impaired Individuals
E. Motivation – *A Prerequisite for Success*
   1. Why Officers work
   2. Motivation
   3. Needs-Based Motivation
   4. Motivation-Hygiene Theory
   5. Theory X-theory Y
   6. Expectancy Theory
   7. Equity Theory
   8. Sensitivity Theory
   9. How to Motivate
F. Leadership – *The Integrative Variable*
   1. Poer
   2. Theories of Leadership
   3. Leadership Continuum
   4. Supervisor Styles
   5. Leadership Mistakes
G. Discipline – *An Essential Element of Police Supervision*
   1. The Nature of Discipline
   2. Discipline in the Ranks
   3. Positive Discipline
   4. Negative Discipline
   5. Sergeants as Disciplinarians
   6. Fair and Equitable Discipline
   7. The Use and Abuse of Discipline
   8. Keys to Effective Discipline
   9. The Hot Stove Revisited
   10. Firm but Fair Disciplinary Action
   11. Types of disciplinary Actions

12. Making the Disciplinary Action Stick
13. Constructive Discharge
14. Results of Absent Discipline
15. Personal and Various Vicarious Liability
H. Tactical Operations – *Critical Incident Deployment*
   1. Critical Incidents
   2. Incident Command system
   3. Role of the First-Line supervisor in Critical Incidents
   4. Critical Incident Management
   5. Supervisory Span of control
   6. Tactical Teams
   7. Critical Incident Debriefing
   8. SWAT – Special Weapons and Tactics
I. Homeland Security and Terrorism – *A Changing Role*
   1. Domestic Terrorism Foreign Terrorism
   2. American Response to Terrorism
   3. Local response to Terrorism
   4. Information versus Intelligence
   5. Identifying Potential Terrorist Targets
   6. Police Supervisor's Role

Grade Scale

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

Course Evaluation

Final grades will be calculated according to the following criteria:
1. Discussions   15%
2. Assignments   25%
3. Module Exams   25%
4. Final Project   35%

Course Policies
1. No food, drinks, or use of tobacco products in class.
2. Computers, telephones, headphones, and any other electronic devices must be turned off while in class or used only with permission of the instructor.
3. Do not bring children to class.
4. If you wish to drop a course, the student is responsible for initiating and completing the drop process. If you stop coming to class and fail to drop the course, you will earn an 'F' in the course.
5. Additional class policies as defined by the individual course instructor.

Technical Requirements (for courses using Blackboard)
The latest technical requirements, including hardware, compatible browsers, operating systems, software, Java, etc. can be found online at:
https://help.blackboard.com/en-us/Learn/9.1_2014_04/Student/015_Browser_Support/015_Browser_Support_Policy A functional broadband internet connection, such as DSL, cable, or WiFi is necessary to maximize the use of the online technology and resources.

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 the office in Student Services, Cecil Beeson Building. You may also visit the online resource at http://www.lit.edu/depts/stuserv/special/defaults.aspx

Student Code of Conduct Statement
It is the responsibility of all registered Lamar Institute of Technology students to access, read, understand and abide by all published policies, regulations, and procedures listed in the *LIT Catalog and Student Handbook*. The *LIT Catalog and Student Handbook* may be accessed at www.lit.edu or obtained in print upon request at the Student Services Office. Please note that the online version of the *LIT Catalog and Student Handbook* supersedes all other versions of the same document