

TRIBAL POLICE DEPARTMENT

Annual Training Plan

Years 1 Through 5

Prepared by: National Native Justice Institute
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1. Introduction & Purpose

This Annual Training Plan establishes a structured, progressive training framework for all sworn tribal police officers from initial hire through their fifth year of service. The plan is designed to ensure that every officer meets or exceeds applicable federal, state, and tribal training standards while developing the specialized knowledge required to serve tribal communities effectively.

Tribal law enforcement operates within a unique jurisdictional landscape shaped by federal Indian law, tribal sovereignty, and federal statutes including the Tribal Law and Order Act (TLOA) of 2010 and the Violence Against Women Act (VAWA) reauthorizations. Training must reflect this complexity while grounding officers in both technical law enforcement skills and deep cultural understanding of the communities they serve.

1.1 Guiding Principles

- **Cultural Competency:** All training integrates respect for tribal sovereignty, culture, traditions, and community values.
- **Legal Compliance:** Training meets POST certification requirements and applicable federal standards under TLOA and VAWA.
- **Progressive Development:** Each year builds upon prior learning, moving from foundational skills to advanced specialization.
- **Officer Wellness:** Physical and mental health support is embedded throughout all five years.
- **Community Trust:** Training emphasizes community policing, de-escalation, and relationship-building as core competencies.

1.2 Applicability

This plan applies to all tribal police officers regardless of prior law enforcement experience. Officers with prior experience may receive credit for equivalent training at the discretion of the Chief of Police in coordination with the tribal POST authority, provided documentation of equivalent training is submitted and reviewed.

2. Five-Year Training Summary

The table below provides a high-level overview of the training focus, methods, and estimated hours for each program year.

Year	Primary Focus Areas	Training Methods	Est. Hours	Milestone
Year 1	Basic Academy + FTO	Field Training, POST Cert	~1,080–1,130	Foundation year
Year 2	Jurisdiction, DV, CIT Intro	Scenario, Classroom, OJT	~92	Core competency build
Year 3	CIT Cert, ICS 200, Advanced Firearms	Scenario, Range, Online	~124	Specialization begins
Year 4	Investigations, Cyber, ICS 300	Seminar, Hands-on, Exercise	~108	Advanced skills
Year 5	FTO/Instructor Certs, ICS 400	Classroom, Range, Workshop	~172	Career progression

Note: Hour estimates reflect training specific to each year. Year 1 includes residential academy hours. Recurring annual requirements (see Section 7) are not included in per-year totals above.

3. Year-by-Year Training Plans

Each training year below includes topic areas, estimated hours, delivery methods, responsible parties, and applicable standards or notes. Topics are organized to align with career progression milestones.

Year 1: Foundation – Academy & Field Training

Training Area / Topic	Hours	Method / Format	Who Delivers	Notes / Standards
Basic Law Enforcement Academy	480–640	Residential Academy	State/Tribal POST	State-certified or tribal equivalent
Tribal Law & Sovereignty	16	Classroom / Case study	Tribal Legal Counsel	TLOA, VAWA, ICRA, ISDEA
Cultural Competency & Tribal History	8	Classroom / Facilitated	Tribal Elder / Culture Dept.	Locally developed curriculum
First Aid / CPR / AED Certification	8	Skills lab	Certified Instructor	BLS certification required
Defensive Tactics – Fundamentals	24	Practical / Scenario	Certified DT Instructor	Annual recertification track
Firearms Qualification – Handgun	16	Range / Live-fire	Firearms Instructor	Minimum qualification score
Mental Health First Aid	8	Classroom	MHFA Certified Trainer	Adults or Youth certificate
Field Training Program (FTO Phase)	400–480	On-the-job / Ride-along	Assigned FTO	Structured daily observation reports
Report Writing Fundamentals	8	Classroom / Practice	Supervisor / Trainer	Evaluated narrative submissions
Community Policing Introduction	4	Classroom	Agency COP Coordinator	Tribal community partnerships

Year 1 Notes: Officers must successfully complete a POST-certified basic law enforcement academy (state or tribal equivalent) and the agency's structured Field Training Officer (FTO) program before assuming solo patrol duties. Cultural competency and tribal law training may be delivered concurrently with FTO or as a pre-academy orientation module.

Year 2: Core Competency Development

Training Area / Topic	Hours	Method / Format	Who Delivers	Notes / Standards
Firearms Qualification – All Issued Weapons	16	Range / Live-fire	Firearms Instructor	Semi-annual qualification
Defensive Tactics – Intermediate	16	Practical	Certified DT Instructor	Use-of-force policy alignment
Tribal Jurisdiction & Federal Laws Update	8	Classroom / Webinar	Tribal Legal / BIA	McGirt/Brackeen updates, case law

Training Area / Topic	Hours	Method / Format	Who Delivers	Notes / Standards
Domestic Violence & VAWA Enforcement	8	Classroom / Scenario	DV Advocate / Trainer	Special DV jurisdiction provisions
Driver Training / Emergency Vehicle Ops	8	Practical / Simulator	EVOC Instructor	State or IADLEST standard
Child Abuse & Mandatory Reporting	4	Classroom	Child Services / ICWA Staff	ICWA coordination protocols
De-escalation & Crisis Intervention	8	Scenario-based	CIT Trainer	CIT Level I toward certification
Evidence Collection & Chain of Custody	8	Practical / Lab	Evidence Tech / Detective	Lab submission protocols
Officer Wellness & Resilience	4	Workshop / Peer support	Peer Support Team / EAP	Confidential resources introduced
CPR/First Aid Recertification	4	Skills lab	Certified Instructor	Biennial renewal

Year 2 Notes: Officers transition from probationary status to full performance status. Emphasis shifts to jurisdiction-specific legal frameworks and skill refinement. Domestic violence and child protection training reflects tribal special jurisdiction provisions under VAWA 2013 and subsequent reauthorizations.

Year 3: Specialization & Certification

Training Area / Topic	Hours	Method / Format	Who Delivers	Notes / Standards
Advanced Firearms – Low-Light / Tactical	16	Range / Force-on-force	Firearms Instructor	Night qualification scenarios
CIT – Crisis Intervention Team Certification	40	Classroom + Scenario	Mental Health Partnership	40-hour CIT International model
Tribal Methamphetamine & Drug Enforcement	8	Classroom / Case studies	DEA / Tribal Narcotics Officer	Clandestine lab safety included
Interviewing & Interrogation	8	Scenario / Role-play	Detective / Trainer	Cognitive interview technique
Supervisor Leadership Track (eligible officers)	24	Classroom / Workshop	Leadership Institute / Admin	Succession planning pathway
Human Trafficking Identification	4	Classroom	FBI / NGO Partner	Tribal trafficking patterns
Incident Command System (ICS 200)	8	Classroom / Online	FEMA-certified Instructor	NIMS compliance
First Responder – Behavioral Health Integration	8	Classroom + Panel	BH Agency / Tribal Health	Co-responder model intro
Firearms Qualification – Semi-annual	8	Range	Firearms Instructor	All issued weapons
Active Threat Response	8	Simulation / Scenario	ALERRT or equivalent	ALERRT Level 1 standard

Year 3 Notes: Officers eligible to pursue the 40-hour Crisis Intervention Team (CIT) certification. Active Threat Response training should follow the ALERRT model or equivalent nationally recognized standard. ICS 200 completion fulfills NIMS compliance requirements for federal grant eligibility.

Year 4: Advanced Skills & Investigations

Training Area / Topic	Hours	Method / Format	Who Delivers	Notes / Standards
Advanced Defensive Tactics – Instructor Prep	24	Practical	Master DT Instructor	Instructor-track eligible officers
Grant Writing & Law Enforcement Funding	8	Workshop	Grant Writer / Admin	COPS, BSAAP, tribal grants
Sex Crimes Investigation	16	Classroom + Scenario	SANE Nurse / Detective	SART partnerships, ICWA cases
Cybercrime & Digital Evidence Basics	8	Classroom / Hands-on	FBI CyberDiv / Vendor	Social media, cell extraction intro

Training Area / Topic	Hours	Method / Format	Who Delivers	Notes / Standards
ICS 300 – Intermediate Incident Command	24	Classroom / Exercise	FEMA-certified Instructor	Multi-agency coordination
Firearms Qualification – Semi-annual	8	Range	Firearms Instructor	All issued weapons
Tribal Emergency Management Partnership	4	Tabletop Exercise	Tribal EM Director	Continuity of operations
Mental Health / Officer Suicide Prevention	4	Workshop	EAP / Peer Support	Safe Messaging guidelines
Cultural Humility Advanced	4	Facilitated / Elder-led	Tribal Elders / Culture Dept.	Community feedback integration
Leadership & Ethics Seminar	8	Seminar	External Facilitator	Case studies in tribal policing

Year 4 Notes: Officers who demonstrate leadership aptitude may begin supervisory development coursework. Cybercrime and digital evidence training prepares officers for contemporary crime patterns prevalent in tribal communities including social media exploitation and online predation.

Year 5: Career Progression & Leadership

Training Area / Topic	Hours	Method / Format	Who Delivers	Notes / Standards
Field Training Officer Certification	40	Classroom + Practicum	FTO Trainer	Eligible 3+ year officers
Instructor Development – Law Enforcement	40	Classroom + Practicum	State POST / IADLEST	POST-approved instructor cert
Advanced Criminal Investigations	16	Seminar / Case study	BIA / FBI / Detective	Cold cases, complex tribal crimes
ICS 400 – Advanced Incident Command	24	Classroom / Exercise	FEMA-certified Instructor	Multi-jurisdictional events
Tribal Policy Review & Legal Updates	8	Workshop / Legal Briefing	Tribal Legal Counsel	Annual policy update cycle
Firearms Qualification – Semi-annual + Advanced	16	Range	Firearms Instructor	Shotgun, patrol rifle if issued
Community Engagement & Problem-Solving	8	Workshop	Community Liaison / COP	Annual community crime survey
Technology in Law Enforcement	8	Classroom / Hands-on	Vendor / Tech Coordinator	BWC, RMS, LPR, data sharing
Annual Officer Wellness Assessment	4	Wellness Program	EAP / Peer Support Team	Mandatory check-in model
Strategic Planning & Program Evaluation	8	Workshop	Agency Admin / Consultant	5-year plan review & Year 6 prep

Year 5 Notes: Officers completing FTO or Instructor Development programs become internal training assets, reducing reliance on external providers and building institutional knowledge. ICS 400 completion qualifies officers for unified command roles in multi-agency incidents. Strategic planning activities should involve all senior personnel in reviewing and updating the training plan for the next cycle.

4. Annual Recurring Training Requirements

In addition to the year-specific training outlined above, all sworn officers must complete the following recurring training items each calendar year (or on the cycle noted). These requirements apply regardless of program year and are tracked separately in the agency's training management system.

Recurring Training Item	Required	Frequency	Notes
Firearms Qualification (all issued weapons)	✓	Twice/year	State/tribal POST standard
CPR / First Aid	✓	Every 2 years	BLS certification
Use of Force Policy Review	✓	Annual	Signed acknowledgment
Defensive Tactics	✓	Annual	8 hrs minimum
Ethics & Integrity	✓	Annual	4 hrs minimum
Sexual Harassment / EEO	✓	Annual	Tribal HR requirement
HIPAA / Privacy	✓	Annual	Tribal policy compliance
Emergency Vehicle Operations (refresher)	✓	Every 2 years	EVOC standard
Tribal Law / Jurisdiction Updates	✓	Annual	Case law review

5. Training Delivery & Resources

5.1 Internal Training Resources

- Certified Firearms Instructors (in-house or shared-service agreement)
- Defensive Tactics Instructor (in-house or inter-agency)
- Field Training Officers (minimum 3 active FTOs per shift)
- Peer Support Team and Employee Assistance Program (EAP)
- Agency training facility or shared municipal range

5.2 External Training Partners

- State POST Commission or equivalent tribal certification authority
- Bureau of Indian Affairs (BIA) Office of Justice Services training programs
- FBI field division (tribal liaison) – investigations and cyber courses
- Federal Law Enforcement Training Centers (FLETC) – specialized courses
- FEMA Emergency Management Institute – ICS/NIMS courses
- Tribal colleges and university law enforcement programs
- Regional CIT training coalition and mental health agency partners
- State or county domestic violence coalition training resources

5.3 Funding Sources

- COPS Office Tribal Resources Grant Program (TRGP)
- Coordinated Tribal Assistance Solicitation (CTAS) – Purpose Area 1: Tribal Justice Systems
- Bureau of Indian Affairs base law enforcement funding
- Violence Against Women Act (VAWA) Tribal Government Program
- Bulletproof Vest Partnership (BVP) – equipment with training components
- State homeland security and emergency management training grants

6. Documentation, Evaluation & Accountability

6.1 Training Records

All training completions must be documented in the agency's Records Management System (RMS) or dedicated training management system within 5 business days of completion. Documentation must include: officer name and badge number, course title and provider, dates, hours, and pass/fail status, and instructor certification number where applicable.

6.2 Evaluation Methods

- Written examinations for legal and policy-based courses (minimum passing score: 70%)
- Practical skills evaluations for firearms, defensive tactics, and emergency vehicle operations
- Scenario-based assessments for de-escalation, crisis intervention, and investigations
- Supervisor performance evaluations during FTO phase (daily observation reports)
- Annual performance review that includes training completion as a rated competency

6.3 Non-Compliance & Remediation

Officers who fail to complete required training within prescribed timeframes may be placed on administrative review, restricted from solo patrol duties until deficiency is corrected, and subject to disciplinary action in accordance with tribal personnel policy. Officers who fail a qualification or examination are entitled to one remedial attempt within 30 days. Failure of the remedial attempt triggers a formal performance improvement plan.

6.4 Plan Review

This training plan shall be reviewed annually by the Chief of Police, Training Coordinator, and Tribal Legal Counsel. Updates must reflect changes in federal law, tribal ordinance, case law affecting tribal jurisdiction, POST standards revisions, and emerging public safety needs identified through after-action reviews and community input.

7. Approval & Signatures

This training plan has been reviewed and approved by the undersigned. Approval constitutes a commitment to allocate the necessary budget, personnel, and time for plan implementation.

Chief of Police

Signature: _____ Date: _____

Training Coordinator

Signature: _____ Date: _____

Tribal Legal Counsel

Signature: _____ Date: _____

Tribal Council Representative / Public Safety Committee Chair

Signature: _____ Date: _____