

**Western New Mexico University
2024 SLO Assessment Report**

Program Name: Law Enforcement Training Certificate

Closing the Loop	Student Learning Objectives	Data Reporting	Data Analysis	Response/Adjust
<p>In what specific ways did last year's SLO report and evaluation influence your assessment plan, process, and/or reporting? What changes did you make and why?</p>	<p>List your student learning outcomes/objectives, one per box.</p>	<p>What data did you collect and what were the results?</p>	<p>What did you learn from the data?</p>	<p>What changes are you making or do you plan to make based on the data & analysis.</p>
<p>Feedback from the Assessment Committee:</p> <p>All feedback from the committee last year was very positive, the recommendation to change the wording for SLO#7 "acquire skills" to "demonstrate" to make the objective measurable was completed.</p>	<p>1. Understanding Legal Foundations: Students demonstrate skill in legal analysis to identify relevant legal concepts from court decisions related to constitutional rights, laws, and regulations applicable to law enforcement practices on the job. (Relates to WNMU ILG #2)</p>	<p>Relevant Outcome Area(s): (p) Law Instruction</p> <p>The class quizzes for the 11 law topics presented an issue with missing data for 5 exams for two students. The discussion topics scores in this area revealed missing data for all 16 topics for 1 student. The remaining data showed an average of 64%, with only one student achieving proficiency (87%) (Table 4). In the Law Block comprehensive exam in 2024 (Table 4), the class average was 92%.</p>	<p>It could not be determined what caused the missing data in Canvas for either the law quizzes or discussions. The discussions were created to help students learn how to apply their knowledge in real world situations. The gap between exam and discussion showed an improvement for 4 of 7 students with 2 students showing declines. Student feedback revealed the need for more training in application, critical thinking.</p>	<p>Data loss will be monitored on weekly basis. To address the gap between the classroom learning from the academic legal quizzes and the application of learning on the job in the discussion assignments. Future discussion will be expanded to include adding a post assignment weekly debriefing with the instructor on each discussion topic.</p>
	<p>2. Ethical Decision-Making: Students demonstrate ethical decision-making abilities in job-related enforcement practices, while adhering to professional standards and codes of conduct. (Relates to WNMU ILG #4)</p>	<p>Relevant Outcome Area(s): (n) Deadly Force Decision Making and use of force</p> <p>All student's achieved proficiency in this area while training in the academy in 2024. The comprehensive block 12 course exam score showed a class averaged at 94% (Table 4)</p>	<p>Students did better in this area in 2023.</p>	<p>Insufficient data at this time, to determine the reason for the improvement in proficiency, however changes were made during the course to have the students link related courses and integrate the learning objectives and outcomes during classroom instruction. This was observed to result in improved</p>

		and Table 3 showed a 94% average score in deadly force and use of force.		performance during the reality-based training scenarios where the transfer of classroom instruction was applied to on-the-job simulated situations by the students. We will look at 2025 data and consider possible realignment and sequencing of the police academy courses to better integrate the delivery of the curriculum.
	3. Crisis Management & Conflict Resolution: Students can utilize techniques to manage conflicts and de-escalate crisis situations with an emphasis on minimizing harm, injury, and ensuring public safety. (Relates to WNMU ILG #2)	<p>Relevant Outcome Area(s): (b) Domestic Violence (i) Crisis Response and De-escalation calls for service</p> <p>100% of students achieved proficiency in this area. Table 3 shows and in (b) an average score of 92% and (i) shows an average score of 100% (Table 3.)</p>	Compared with the outcomes in 2023, student performance was consistent with and improved slightly in 2024 (Table 3). The average score for the comprehensive domestic violence exam was 92% (Table 3) and 94% for Crisis Response (Table 3).	The program will continue to help students achieve proficiency in this area. In 2024, an additional 1-hour block of instruction was required by the State Law Enforcement Academy was added to all future instruction.
	4. Effective Communication Skills: Students develop effective verbal and written communication skills necessary for interacting with diverse communities, preparing reports, and testifying in court. (Relates to WNMU ILG #6)	<p>Relevant Outcome Area(s): (Table 3) (a) Survival Spanish 92% (b) Domestic Violence 92% (e) Officer Survival 100% (i) Crisis Response and De-escalation 100% (j) Report Writing 95% (o) Verbal Judo 94%</p> <p>Students remained consistent and achieved proficiency in all these areas with an average score between 90-100% (Table 3) in all these areas.</p>	Compared with the outcomes in 2023, students achieved proficiency and performed slightly better in three areas (Table 3) and were consistent in their performance in the comprehensive exams (Table 4).	The program will continue to help students achieve proficiency in this area. This is an example of the previously mentioned linking and connecting related courses to better integrating learning objectives for improved transfer and application of training to the job.
	5. Physical Fitness & Agility: Students develop physical fitness and agility proficiency to	Relevant Outcome Area(s): All academy students are prepared and assessed on their	The academy is consistent in preparing the students to meet the physical exit standards and	The program will continue to help students meet the state required physical standards as

	effectively handle physical challenges and perform law enforcement duties safely.	<p>physical fitness and agility. Students must achieve the exit physical standards to be eligible to take the NM State Law Enforcement Officer Competency Exam (LEOCE). Fitness pass rate (Table 1)</p> <p>Students achieved an 87% pass rate for 2024 in Physical Fitness and Agility (Table 2). One student failed the 1.5 mile run and did not graduate or take the competency exam.</p>	be eligible to take the LEOCE. A failure in this area had not occurred in the previous three years	that is required to be eligible to take the State competency exam (LEOCE).
	<p>6. Technical Skills and Use of Equipment: Students demonstrate the abilities to operate law enforcement equipment and technology effectively, including firearms, non-lethal devices, surveillance tools, and communication systems.</p>	<p>Relevant Outcome Area(s) and Proficiency related data (Table 3):</p> <p>(d) Day & Night Vehicle Traffic Stops (100%) (f) Building Searches 100% (h) DWI enforcement 100% (k) Mechanics of Arrest, Restraint and Control 94% (l) Emergency Driving 95% (m) Firearms 93%</p> <p>Students achieved proficiency in all areas in 2024 with some slight improvements and significant improvement in (m) firearms (Table 3).</p>	The low scores in Firearms for the last two years were partially due to missing data. The significant change in 2024 in firearms is probably related to 100% of data being collected for firearms. In addition, the comprehensive exam average score was 97% (Table 4) for firearms with a 100% pass rate on the skills-based firearms daytime and nighttime qualification scores.	The Academy provides an intensive training program for the psychomotor instructional areas of (k), (l) and (m) (Table 3) that encompass 240 hours of classroom and application of training in the gym, on the firearms range and on the driving track. These courses take place during the summer semester (CJUS-1280) and there has been some data loss in the past. Moving forward, weekly monitoring of data will be implemented.
	<p>7. Crime Investigation and Evidence Handling: Students demonstrate skills related to crime scene investigation, evidence collection, preservation, and documentation following proper legal and procedural protocols.</p>	<p>Relevant Outcome Area(s): Proficiency related data on: Table 3</p> <p>(g) Crime Scene Management and investigations resulting in arrests:</p> <p>All students (100%) achieved proficiency in this area, the</p>	Achieving 100% was consistent with 2023's performance. The data source for the comprehensive examination of this course is shown in Table 4 and shows the students average score was 93%.	The course is delivered in combination with courses PHSC 1130 and PHSC 1130L and has consistently met performance overall performance objectives and hands on lab requirements. The program will continue to help students achieve proficiency in this area.

		average score achieved was 93% (Table 3)		
	<p>8. Professional Accreditation & Licensure: Students demonstrate the ability to pass state certification test and receive their State of New Mexico license as police officers.</p>	<p>Students must pass the 15 Block exams and the NM State certification Exam (LEOCE).</p> <p>All students successfully achieved proficiency for all 2024 Block Exams (Table 3).</p>	<p>The academy has helped students develop the skills required to pass the NM Law Enforcement Certification Exam (LEOCE). The 15 block exams represent a mandatory State proficiency area. Student's must achieve proficiency in all 15 areas to be eligible to take the State certification exam. In 2024 the students achieved a 100% pass rate on the LEOCE (Table 6).</p>	<p>The program will continue to help students acquire the state required skillsets as that is the main goal of the academy.</p>

Table 1. Program Student Learning Outcome & Student Job Outcome Data

Program Student Learning Outcome	Student Job Outcome as performance indicator	2023 Proficiency (80%-100%)	2024 Proficiency (80%-100%)
1. Understanding Legal Foundations: Students demonstrate skill in legal analysis to identify relevant legal concepts from court decisions related to constitutional rights, laws, and regulations applicable to law enforcement practices on the job. (Relates to WNMU ILG #2)	(p) Law Instruction	100%	92%
2. Ethical Decision-Making: Students demonstrate ethical decision-making abilities in job-related enforcement practices, while adhering to professional standards and codes of conduct. (Relates to WNMU ILG #4)	(n) Use of Force Decision Making	56%	94%
3. Crisis Management & Conflict Resolution: Students can utilize techniques to manage conflicts and de-escalate crisis situations with an emphasis on minimizing harm, injury, and ensuring public safety. (Relates to WNMU ILG #2)	(b) Domestic Violence	89%	92%
	(i) Crisis Response and De-escalation calls for service	100%	100%
4. Effective Communication Skills: Students develop effective verbal and written communication skills necessary for interacting with diverse communities, preparing reports, and testifying in court. (Relates to WNMU ILG #6)	(a) Survival Spanish	89%	92%
	(b) Domestic Violence	89%	92%
	(e) Officer Survival	100%	100%
	(i) Crisis Response and De-escalation	100%	100%
	(j) Report Writing	89%	95%
	(o) Verbal Judo	89%	94%
5. Physical Fitness & Agility: Students develop physical fitness and agility proficiency to effectively handle physical challenges and perform law enforcement duties safely.	Physical Fitness and Agility (for Fitness pass rate, see Table X)	100%	87%
6. Technical Skills and Use of Equipment: Students demonstrate the abilities to operate law enforcement equipment and technology effectively, including firearms, non-lethal devices, surveillance tools, and communication systems.	(d) Day & Night Vehicle Traffic Stops	100%	100%
	(f) Building Searches	100%	100%
	(h) DWI enforcement	100%	100%
	(k) Mechanics of Arrest, Restraint and Control	56%	94%
	(l) Emergency Driving	89%	95%
	(m) Firearms	56%	93%
7. Crime Investigation and Evidence Handling: Students demonstrate skills related to crime scene investigation, evidence collection, preservation, and documentation following proper legal and procedural protocols.	(g) Crime Scene Management and investigations resulting in arrests	100%	93%
8. Professional Accreditation & Licensure: Students demonstrate the ability to pass state certification test and receive their State of New Mexico license as police officers.	15 Block exams	100%	100%
	NM State certification Exam (LEOCE)	100%	100%

Table 2. Fitness & Agility and Skills-Based Training Pass Rates by Year

Year	n	Fitness & Agility						Skills-Based Training			
		Sit-ups	Push-ups	1.5 mile	300 meters	Agility 1	Agility 2	EVOC	Defensive Tactics	Firearms	Scenarios
Standards	→	37	25	14:15	64.0	3:05	:42	Pass	Pass	Pass	Pass
2022	9	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2023	10	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2024	6	100%	100%	83%	100%	100%	100%	100%	100%	100%	100%

Note. *n* means the number of students in the program.

Table 3. Percentage of Students Achieving Proficiency in the Academy (100%~80%)

Outcome Area	2022	2023	2024
(a) Survival Spanish	70%	89%	92%
(b) Domestic Violence	50%	89%	92%
(c) Patrol Response	100%	100%	91%
(d) Day-Night Vehicle Traffic Stops	100%	100%	100%
(e) Officer Survival	50%	100%	100%
(f) Building Searches	100%	100%	100%
(g) Crime Scene Management	70%	100%	93%
(h) DWI enforcement	70%	100%	100%
(i) Crisis Response and De-escalation	80%	100%	100%
(j) Report Writing	90%	89%	95%
(k) Mechanics of Arrest, Restraint and Control	80%	56%	94%
(l) Emergency Driving	80%	89%	95%
(m) Firearms	50%	56%	93%
(n) Deadly force and use of force	80%	56%	94%
(o) Tactical Communication - Verbal Judo	60%	89%	94%
(p) Law Instruction	70%	100%	92%

Note. The highlighted percentages in previous years resulted from some missing submissions in Canvas for CJUS 1280. This year skill-based and Academic Scores from CJUS 1270 and CJUS1280 reflect the skill based and academic outcome of the course.

Table 4. Examination Scores by Academic Blocks of Instruction by Year

		2022	2023	2024
Number of Students ►		9	9	6
Block #	Content Description	2022 Exam Score	2023 Exam Score	2024 Exam Score
1	Intro to Academy	84%	81%	84%
2	Intro to Law Enforcement in NM	84%	80%	95%
3	Physical and Emotional Readiness	78%	88%	87%
4	Law and Procedures	80%	85%	92%
5	Patrol Procedures and Operations	79%	88%	91%
6	Principals of Criminal Investigation	82%	88%	93%
7	Motor Vehicle Operations	80%	88%	95%
8	Motor Vehicle Collision Investigation	82%	88%	87%
9	Crisis Intervention	83%	90%	94%
10	Domestic Issues	81%	88%	92%
11	Report Writing	88%	90%	95%
12	Defensive Tactics/Handling Arrested Persons	86%	90%	94%
13	Case Presentation	80%	88%	98%
14	Operation of a Patrol Vehicle	91%	90%	95%
15	Basic Firearms	88%	95%	97%
Overall Average Score ►		83%	88%	93%

Table 5. 2024 Law Instruction: Exam vs. Discussion Average Scores

Student	Exam Average	Discussion Average
Student 1	84%	77%
Student 2	90%	77%
Student 3	49%	61%
Student 4	41%	0
Student 5	79%	87%
Student 6	76%	78%
Student 7	60%	68%
Average Score	68%	64%

Note: Highlighted numbers had data missing from Canvas. Student 3&4 had no data for 5 law exams. Student 4 had no data for all discussions. Unable to determine reason for loss of data. This will be monitored for all future classes.

Table 6. Students Pass Rate for NM State Certification Exam

Year	Passed	Total	Success Rates
2022	9	9	100%
2023	9	9	100%
2024	5	5	100%

Note: highlighted represents 5 of 7 who graduated with 1 student dropping the course after being injured in defensive tactics, and 1 student failing the 1.5 mile run and not being eligible to graduate.

Table 7. Police Academy Student Job Outcome Areas & Measures

Area 1. Oral/Written Communication Skills:	Relevant Job Skills
(a) Survival Spanish	<ol style="list-style-type: none"> 1. Traffic Stop with citation issued in Spanish 2. High Risk Traffic Stop with arrest made in Spanish 3. Verbal Identification of spoken danger words heard in Spanish
(b) Domestic Violence	<ol style="list-style-type: none"> 1. Communication and de-escalation skills 2. Preparation of written offense report.
(c) Patrol Response	<ol style="list-style-type: none"> 1. Communication and interaction skills 2. Preparation of written offense report.
(d) Day-Night Vehicle Traffic Stops	<ol style="list-style-type: none"> 1. Communication and interaction skills 2. Prepare and issue traffic citation
(i) Crisis and De-escalation	<ol style="list-style-type: none"> 1. Tactical Introduction for simulated Crisis call 2. Engagement through building rapport 3. Use of de-escalation skills to calm and stabilize situation, including: empathy, paraphrasing, summarizing, verbal judo peace phrases active listening, etc. 4. Gain Voluntary Compliance
(o) Tactical Communication – Verbal Judo	<ol style="list-style-type: none"> 1. Demonstrate the ability to adapt or transition into the various roles needed to calm, de-escalate, and stabilize a situation. 2. Demonstrate preventing interpersonal conflict by eliminating the ego from the interaction. 3. Demonstrate verbal abuse deflection skills (peace phrases) 4. Demonstrate de-escalating and defusing confrontations/violence 5. Generate voluntary compliance in conflict situations and avoid injury to officers or citizen. 6. Enhance officer safety through use of verbal judo
Area 2. Technical/Tactical Skills:	Relevant Job Skills
(e) Officer Survival	<ol style="list-style-type: none"> 1. Officer Safety in simulated response to calls for service 2. Tactical advantage maintained during investigation of simulated calls 3. Proper radio communication 4. Ethical, fair, and impartial interaction skills 5. Identification of reasonable suspicion and probable cause in enforcement actions 6. Demonstration of Command and Control of scene 7. Preparation and submit documentation of call
(f) Building Searches	<ol style="list-style-type: none"> 1. Officer Safety in simulated building searches 2. Crime Investigation and containment of the simulated calls 3. Proper radio communication 4. Demonstration of Command and Control of scene 5. Identification of reasonable suspicion and probable cause in enforcement actions.
(g) Crime Scene Management	<ol style="list-style-type: none"> 1. Demonstration of Command and Control of crime scene 2. Identification and protection of evidence 3. Radio communication and interaction skills 4. Perimeters established and controlled 5. Proper collection of evidence 6. Document preparation and report submission

(h) DWI enforcement	<ol style="list-style-type: none"> 1. Simulated response to investigate DWI call 3. Administration of Standardized Feld Sobriety Tests 4. Simulated intoxilyzer breath test. 5. Documentation and submission of written offense report
(i) Crisis Response and De-escalation	<ol style="list-style-type: none"> 1. Identification of possible medical issues (drugs, alcohol, mental illness) 2. Determine Loss Model, if appropriate 3. Determine if probable cause exists for emergency evaluation (43-1-10 NMSA). 4. Gain Voluntary Compliance
(j) Report Writing	<ol style="list-style-type: none"> 1. First person written narrative 2. Chronological 3. Minimal grammar and punctuation errors 4. Preparation of criminal complaint with probable cause. 5. Preparation, submission of written offense report and criminal complaint.
(k) Mechanics of Arrest, Restraint and Control	1. Simulated response to calls requiring use of force
	2. Tactical control of persons
	3. Radio communication and interaction skills
	3. Maintain tactical advantage
	4. Identification and articulation of threats
	5. Demonstrate proper defensive tactics skill/technique
(l) Emergency Driving	6. Demonstrate proper handcuffing skill.
	1. Demonstrate on driving track emergency driving skills
	2. Tactical driving posture and hand placement on steering wheel
	3. Proper maintenance of speed through varied timed and measured backing and forward driving courses with minimum speeds and times for completion
(m) Firearms	4. Demonstrate ability to maneuver around and avoiding striking cones and other physical objects on the driving track.
	1. Demonstrate safe weapon handling procedures
	2. Demonstrate proficiency in loading and unloading weapon
	3. Demonstrate proficiency in clearing weapon malfunctions
	4. Demonstrate marksmanship
	5. Pass day (50 rounds) and low-light (25 rounds) qualification shoot.
	6. Demonstrate proficiency in shooting from behind barricades, shooting on the move, and shooting with a flashlight
7. Demonstrate use of voice commands	
Area 3. Critical Thinking in Deadly Force	Relevant Job Skills
(n) Deadly Force Decision Making	<ol style="list-style-type: none"> 1. Apply the four factors (Graham v. Connor, 490 U.S. 386 (1989) in use of deadly force 2. Articulate justification for application of deadly force in simulated training scenarios (Graham v. Connor, 490 U.S. 386 (1989). 3. Identify the Intent, Ability, Means, Opportunity and Preclusion Factors considered in decision made