

MEMORANDUM

November 13, 2019

TO: Public Safety Committee
Education and Culture Committee

FROM: Susan J. Farag, Legislative Analyst *SJF*

SUBJECT: **Briefing: Public Safety Feeder Programs in MCPS and Montgomery College**

PURPOSE: To receive information on educational programs that lead to firefighter, emergency medical technician, and police careers

Today the Committee will receive a briefing from MCFRS. Those expected to brief the Committee:

Chief Scott Goldstein, Montgomery County Fire and Rescue Service (MCFRS)
Chief Marcus Jones, Montgomery County Police Department (MCPD)
Division Chief Charles Bailey, Human Resources (MCFRS)
Assistant Chief Paul Liquorie, Patrol Services Bureau (MCPD)
Captain Nicholas Augustine, Director of Police Personnel Division (MCPD)
Scott W. Murphy, Director, Department of Secondary Curriculum and
Districtwide Programs, Montgomery County Public Schools (MCPS)
Captain Sonia Pruitt, Director of Community Engagement Division (MCPD)

BACKGROUND

Many public school systems around the country are now offering career pathways for fire, police, and emergency medical services positions. In Montgomery County Public Schools (MCPS), several pathways provide training in preparation for these careers in public safety. Montgomery College also offers specialized training for Emergency Communications positions. These pathways provide focused educational opportunities for students, and establish a pipeline for eventual recruitment and hiring in the County's various public safety departments. Ideally, the programs will provide for a more local and diverse workforce.

POLICE CAREER PATHWAYS

There are several career pathways available for law enforcement positions, both at the high school and college levels.

Police Explorers: The Explorer Post 1986 is a career-oriented volunteer program where students ages 14-20 can gain experience volunteering with the police department and learning about different aspects of police work. Students attend weekly meetings, stay enrolled in school and earn at least a 2.0 GPA, and be willing to do volunteer work for the department.¹

Currently, the Explorer program has 33 students. There is no limit to the number of youths allowed in the program. One Police Officer is assigned as the Senior Post Advisor. These duties are part of the Police Officer's overall duties.

Leadership in Law Enforcement: This program is currently provided at Thomas Edison High School of Technology (see ©3-7 for detailed program information). It is a two-year program, beginning in 11th grade, that provides criminal justice coursework, as well as an internship opportunity. Students who successfully complete two semesters with an A or B may receive three college credits at Montgomery College. The program will be offered at Seneca Valley High School in the 2021-2022 school year.²

Since the start of the program in 2018-2019 school year, 63 students have participated. Of those, 35 are Hispanic, 13 are African American, eight are white, six are Asian, and one is multiracial.

Police Cadets: This college-level program provides qualified individuals, who are interested in becoming a Police Officer with the Montgomery County Department of Police, first-hand experience in law enforcement.³ Cadets must be enrolled in college, and work 20 hours a week with the Department, learning various aspects of criminal justice work. Cadets are paid \$16.13/hour. Total annual cost for this program is \$159,503 and pays for 12 cadet positions. Staffing for the program is provided through one Police Officer and one Police Sergeant as part of their overall duties.

Law Enforcement Apprentice Program (LEAP): This program provides student volunteers (interns) with the opportunity to learn about police operations and receive specialized training. Individuals must be at least 16 years old and able to volunteer a minimum of 12 hours per week, or six months in the program.

LEAP has produced 16 MCPD officers in the last three sessions of the Police Academy. There are 58 LEAP interns this year, and in 2018, interns contributed over 21,000 of volunteer service. This program is staffed by one Program Manager and one Administrative Specialist.

EMERGENCY COMMUNICATIONS PATHWAY

911 Dispatch Academy: This new college-level program (established July 2019) provides a sequence of courses that will enable a student to apply for the Public Safety Emergency Communication Specialist position with the County's Public Safety Communications Center.⁴ The program prepares a student to take the Basic Emergency Telecommunicator Certification (ETC) Exam.

¹ For more information on Police Explorers, see <https://www.montgomerycountymd.gov/POL/volunteer/explorer.html>

² For more information on Law Enforcement Leadership, see <https://www.montgomeryschoolsmd.org/career-readiness/plans/law-enforcement.aspx>

³ For more information on the Police Cadet program, see <https://www.montgomerycountymd.gov/POL/career/cadet.html>

⁴ For more information on the 911 Dispatch Academy, see <https://www.montgomerycollege.edu/workforce-development-continuing-education/transportation-safety/911-dispatch-academy.html>

Offered through Montgomery College, maximum class sizes and offerings are determined by the college. MCPD would like to see this program grow into a for-credit program with the potential to earn an Associates Degree. There is also an opportunity for tuition reimbursement through the State 911 Trust Fund. The Maryland State 911 Board has not determined requirements and procedures to administer this program.

FIRE CAREER PATHWAYS

Fire Science and Rescue: This program is available to all 11th and 12th grade high school students (see ©26-34 for detailed program information).⁵ The two-year program provides instruction both in a student's home school as well as at the Public Safety Training Academy. Students complete 393 hours of work-based instruction and then take certification exams. Successful candidates are certified as firefighters in the first year of the program, and as emergency medical technicians in the second year.

MCFRS and MCPS are still developing a Memorandum of Understanding (MOU) for the program. They have agreed that MCPS will reimburse MCFRS approximately \$151,000 annually, the cost of one MCFRS Lieutenant position, which provides instruction. MCFRS absorbs the cost of adjunct instructors. Additionally, a Montgomery County Volunteer Fire and Rescue Association grant offsets an additional \$60,000 in program costs.

MCPS currently provides transportation from eight schools, although students from two other schools also participate in the program. MCFRS advises that transportation is a challenge for down-county schools, due to time constraints.

DISCUSSION ISSUES

1. How are curricula developed? Do public safety agencies work with the schools and the college to determine appropriate courses?
2. One of the barriers to police programs is that applicants often fail the background check. Most are disqualified based on prior drug use. Will the use of the new high school Law Enforcement program help educate students early enough about how inappropriate drug use may impact job opportunities?
3. What are the primary differences between the Police cadet program and the Police intern program?
4. Transportation to the Public Safety Training Academy is a challenge in certain circumstances, for example, from down-county schools. Are these challenges exclusively related to time? Or are there also fiscal challenges?
5. MCPS has agreed to reimburse MCFRS approximately \$151,000 for the cost of one instructional position. What other MCPS costs are associated with these programs?
6. Both the Fire Cadet program and the Police Law Enforcement program are relatively new. How much student interest is there in these programs? Are the programs expandable if necessary?
7. Does the training provided at the 911 Dispatcher Academy substitute for any or all the training required if employed at the Public Safety Communications Center?

⁵ For more information on the Fire Science and Rescue program, see <https://www.montgomeryschoolsmd.org/career-readiness/plans/fire.aspx>

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Montgomery County Police Cadet Program

The MCPD Cadet Program was established to identify adults who are looking for a self-rewarding career in law enforcement and provide them an opportunity to learn firsthand what career opportunities MCPD offers. The cadets are hired as professional staff employees, provided training, and assigned to variety of duties within the department. The minimum qualifications for the position of police cadet are:

- Must be 18 years old
- High School Diploma or General Education Development Equivalent
- Valid driver's license
- U.S. Citizen or Permanent Resident
- Cadets must be enrolled in a full time in a college curriculum and maintain a GPA of 2.0 or higher

Cadets are grade 10 part-time (1st year annual salary \$16780, 2nd year annual salary \$17367) employees and are only employed during the academic year (August-May). Currently, cadets are only eligible to be in the program up to two years.

Allocated Positions: 12

Annual Cost: \$159,503

Support Staff Requirements: One police officer and One police sergeant integrated into their primary duties

Proponent Unit: Personnel Division & Training Division

Recommendations:

Recommendation would be to increase the maximum timeframe in the cadet program from two years to four years. This would allow for a transition from the Leadership in Policing course taught in MCPS to the cadet program. In the past, some cadets reached the maximum two-year mark and wanted to continue in college to complete their undergraduate degree. The cadet was not eligible to continue in the program and was recommended to become a MCPD intern.

Attachments:

MCPD Cadet Brochure

MONTGOMERY COUNTY, MARYLAND
DEPARTMENT OF POLICE

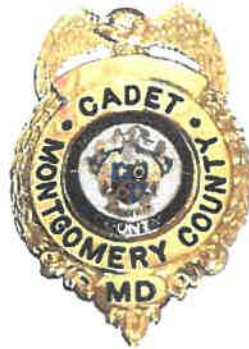
CADET PROGRAM

PURPOSE OF THE CADET PROGRAM

The Cadet Program has been established to provide qualified individuals, who are interested in becoming a Police Officer with the Montgomery County Department of Police, first-hand experience in law enforcement.

CADET PROGRAM

Cadets will be assigned (2) semester rotations (Fall/Spring) per school year in various units, for a maximum of two years. This will provide the Cadet with an opportunity to learn about the Department and gain on-the-job training. Cadets participating in the Cadet program receive a salary of \$16.13 per hour.



PROGRAM REQUIREMENTS

- Cadets must be enrolled in a College Curriculum Full Time and maintain a GPA of 2.0 or higher
- Cadets will work 20 hours per week from September through May with flexible hours to accommodate class schedules

MINIMUM QUALIFICATIONS

- Must be 18 years old
- High School Diploma or General Education Development (GED) Equivalent
- Valid Drivers License
- US Citizen or Permanent Resident



For more information about the Cadet Program, please contact:

MCPD.Recruitment@montgomerycountymd.gov

www.joinmcp.com

RESPECTING INDIVIDUAL RIGHTS AND FREEDOM

Leadership in Law Enforcement

The Law Enforcement and Leadership Program presents a survey of law enforcement concentrating on contemporary policing, with an emphasis on its functions (enforcing criminal and traffic laws, maintaining order, serving the public), responsibilities (preserving constitutional rights, community relations, officer safety), and problems (misconduct, excessive force, racial profiling, implicit bias). Teacher and guest lecturer/subject matter expert presentations include the functions and operations of local, state, and federal agencies responsible for law enforcement, along with the role of specialized units within the respective agencies. Montgomery County Department of Police and Montgomery County Public Schools joined forces in order to work together to enhance relations and build trust with the community and students with this educational program. Furthermore, employing the Department's Mission, Vision and Organizational Values (Pride, Respect, Integrity, Dedication and Excellence) in the curriculum allows the police and community to work closely together. Therefore, embracing the concept of community policing.

The Law Enforcement and Leadership Program is open to all junior and senior MCPS students who have successfully completed National, State, and Local Government or Advanced Placement Government.

Students who successfully complete two semesters with an "A" or "B" may receive three college credits at Montgomery College.

The program is currently offered at Thomas Edison High School with future expansion to Seneca Valley High School.

Since the start of the program in the 2018-2019 school year, 63 students have participated in the program. The demographics of the students are:

Sex: 40- Female 23- Male

Race/Ethnicity: 35- Hispanic 13- African American 8-White 6- Asian 1- Multiracial

Allocated Positions: Maximum class size dependent upon MCPS

Annual Cost: All costs associated with the program are funded by MCPS

Support Staff Requirement: MCPD Community Engagement Division supports the program as a guest instructor as needed

Proponent Unit: Community Engagement Division

Recommendations:

Recommendation would be to offer additional Leadership in Policing course at an up-county high school. Transportation to classes is the responsibility of the student which discourages participation from up-county high school students due to the commute to Thomas Edison High

School. There is a plan to expand the course to Seneca Valley High School in the 2021-2022 school year.

Links:

https://www.montgomeryschoolsmd.org/schools/edison/services/#LAW_ENF

<https://www.youtube.com/watch?v=B4IG45M1yQY>

Attachments:

MOU between MCPS & MCPD

Course Syllabus

Leadership in Law Enforcement Course Syllabus

COURSE OBJECTIVES

To successfully complete this course the student will be able to demonstrate knowledge in or an understanding of:

- ◆ Practices, principles, duties, and responsibilities of Local, State and Federal Law Enforcement agencies.
- A foundational knowledge of the fields of Homeland Security and Emergency Management.
- The requirements, expectations and possible paths/options for a career in Law Enforcement, DHS, Emergency Services and other related occupations (sworn and unsworn)
- Leadership skills, practices and principles
- Individual and group dynamics and their relationship to interactions.
- Yourself, character and communication

COURSE REQUIREMENTS

***Class Participation-** Preparation for class and active participation in discussions, presentations and police discussion circles.

“Passivity is the greatest enemy of learning and growth and you are every bit responsible for your education as are your parents and teachers. Learning is a process that requires active, even enthusiastic, participation by all students.”

***Reflection/Reaction Papers-** Personal reflection/reaction on issues, situations, or on various articles.

***Take the issue or situation, look at it from YOUR perspective, and write clearly and succinctly how you would address the issue. The objective is to make you think, to challenge you to take a position, and to defend your position.**

***Written Assignment-** The purpose of this assignment is to focus on a select set of external experiences (5 Defining Moments, 4 Critical Choices, and 3 Pivotal People), which will help give you a “blueprint” to your current concept of self. The paper is entitled “Who are You?”

***Research Papers-** Choose a topic related to an issue or agency that will be discussed in class. You will need teacher approval for the topic.

Small Group and Individual Presentations- Each presentation will be on an assigned class topic (to be determined).

*Midterm Examination and Final Examination

GRADING

Assessment of course objectives will be based on a variety of types of evaluations, including written assignments, lab activities, projects, group activities, oral presentations, research paper, tests, quizzes, and skills evaluations.

Grading Scale

100 – 90% A

89 – 80% B

79 – 70% C

69 – 60% D

59 – Below E

As part of workplace preparedness, students are expected to act in a professional manner and follow given policies and standards.

- Meeting deadlines is an integral part of preparing students for a career.
- Assignments turned in after deadlines (unless with an excused absence) will not be eligible for full credit.
- Montgomery County Public Schools allows no extra credit work.
- Grades are weighted as follows: Formatives-40% Projects-40% Classwork-20%
- All grades reflect student performance.

ATTENDANCE POLICY

Due to the extended duration of this course (each class period is equal to three (3) class periods), it is important that students attend class on a daily basis and are prepared to make up work due to absences.

- Notes for absences are due within three days upon return to school.
- Notes received after three days will not be excused without administrative approval.
- Students are responsible for submitting these notes to the attendance office.

- Edison requires a separate note from any given to a student's home school.
- It is the student's responsibility to provide documentation of any home school required absences to the Edison attendance office.

STUDENT EXPECTATIONS

- Students will be evaluated for time management, attendance, respectful and professional behavior, teamwork, and proper and professional use of classroom space and supplies.
- Students are expected to respect themselves, respect their classmates and respect the teacher at all times.
- Student behavior in class will reflect all rules as outlined in the Thomas Edison HS of Technology Student Handbook.
- Dress for Success: Students are required to dress in professional business attire every Wednesday unless otherwise instructed by the teacher.
- Students will be expected to maintain an exemplary level of attendance.

TEXTBOOKS

Dempsey, John and Linda Forst. An Introduction to Policing, 9th Edition. Boston, Massachusetts: Cengage Learning, 2017.

Bullok, Jamie and Haddow, George. Introduction to Homeland Security, 5th Edition. Elsevier, 2015.

Jacobs, Tom. They Broke The Law-You Be The Judge. Free Spirit Publishing, 2015.

Montgomery County Police Explorer Program

Law Enforcement Exploring, commonly referred to as "Police Explorers" is a career-oriented program that gives young adults the opportunity to explore a career in law enforcement by working with local law enforcement agencies. Founded on July 12, 1973, it's one of the Exploring programs from Learning for Life, a non-Scouting subsidiary of the Boy Scouts of America. With hundreds of posts throughout the United States, MCPD has a long-standing explorer program which has successful guided youths into police officers over the last 25 years.

To be eligible to be a MCPD Police Explorer, youths must:

- Be a Montgomery County resident between the ages of 14 – 20
- Be in ninth grade or higher
- Be enrolled in an educational program, public or private school, home school, junior or 4-year college, or technical school
- Have at least a 2.0 grade point average or higher
- Have and maintain a clean police record
- Attend weekly meetings
- Be of good moral character

Allocated Positions: There is no limit on the number of youths allowed into the explorer program. MCPD Explorer program currently has 33 explorers.

Annual Costs: Vary

Support Staff Requirement: 1 police officer is assigned as the Senior Post Advisor in addition to their primary duties within the Training Division.

Proponent Unit: Training Division

Links:

<https://www.exploring.org/law-enforcement/>

<https://mcpexplorers1986.com/>

Law Enforcement Apprentice Program (LEAP)

The LEAP program provides student volunteers (interns) the opportunity to become familiar with police operations and receive specialized training which fosters interest in pursuit of public safety and criminal justice careers as well as enabling them to earn course credits.

To be eligible to participate in the LEAP program, applicants must:

- Be at least 16 years old
- Successfully pass background check.
- Ability to volunteer a minimum of twelve hours per week or 6 months in the program.
- Be a U.S. citizen or Permanent Resident

The LEAP program has produced 16 MCPD officers in the last three sessions of the police academy. Currently, there are 58 LEAP interns providing services throughout the department and in 2018 interns contributed over 21,000 hours of volunteer service.

Support Staff Requirement: Volunteer Resource Section is staffed by 1 program manager and 1 administrative specialist.

Proponent Unit: Personnel Division

Attachment:


Volunteer Resource Section Brochure

Office of Curriculum and Instructional Programs
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

February 28, 2018

MEMORANDUM

To: Dr. Jack R. Smith, Superintendent of Schools

From: Erick J. Lang, Associate Superintendent 

Subject: Memorandum of Understanding between Montgomery County Public Schools and Montgomery County Police Department

Attached for your signature is the Memorandum of Understanding (MOU) between Montgomery County Public Schools and Montgomery County Police Department.

The purpose of the MOU agreement is to develop and implement a Law Enforcement and Leadership Academy. This development will occur during the 2017–2018 school year and is subject to budgetary appropriations and appropriate approvals pursuant to Board of Education policies. It is understood that the Academy will be implemented in the 2018–2019 school year and continue in subsequent years provided adequate student interest and enrollment.

If you have questions, please contact Mr. Scott W. Murphy, director, Department of Secondary Curriculum and Districtwide Programs, at 301-279-3350 or via e-mail.

EJL:bts

Attachment

Copy to:
Mrs. Anderson
Mr. Murphy
Mrs. Tarasuk

Approved: 

Maria V. Navarro, Chief Academic Officer

Reviewed by: 

Joshua I. Civin, General Counsel



Kathleen C. Lazor, Director, Department of Materials Management

RECEIVED
MAR 06 2018
Office of the
Superintendent of Schools

3.7.2018


**Memorandum of Understanding between
Montgomery County Public Schools and Montgomery County Police Department
regarding the Law Enforcement and Leadership Academy**

This Memorandum of Understanding (“MOU” or “Agreement”) is entered into between the Montgomery County Police Department (hereinafter “MCPD”) and Montgomery County Public Schools, a system of public schools operated by the Board of Education of Montgomery County (hereinafter “MCPS”), each individually a “Party” and collectively the “Parties”, to develop and implement a Law Enforcement and Leadership Academy (“Academy”). Development of the Academy will occur during the 2017-2018 school year, and it is contemplated, subject to available budgetary appropriations and appropriate approvals pursuant to Board of Education policies, that the Academy will be implemented in the 2018-2019 school year and continued in subsequent years provided adequate student interest and enrollment. The goal of this Academy is to expand pathways for students from across the school district to explore and ultimately pursue careers in areas of critical regional and national employment needs.

I. Term

This MOU shall become effective upon the date that it is duly executed by all signatories (the “Effective Date”), and it shall extend through June 30, 2019 (“Term”) unless earlier terminated pursuant to Article V of the MOU. Renewal of this MOU with any amendments or enhancements will occur at that time in response to anticipated growth and development of the Academy.

II. Program Overview

The Academy is contemplated to be a career exploration opportunity for students interested in learning about careers in law enforcement, criminal justice, emergency services, homeland security, corrections, community engagement, and related fields. MCPS intends to operate the Academy at Edison High School of Technology or another site that will enable enrollment by students at all MCPS comprehensive high schools.

Program elements are expected to include the following:

- Students enrolled in the Academy will earn 1.5 credits per semester.
- Students in the Academy will be recruited from all MCPS high schools who have completed their freshman and sophomores years including successfully passing the NSL Government, or Advanced Placement Government and Politics course.
- In addition to regular classroom instruction, Academy course activities may include weekly guest speakers from a variety of law enforcement fields, simulations, mock trials, field trips, and demonstrations.
- Opportunity to continue academic studies at Montgomery College through dual enrollment options offered by MCPS.
- Outreach from MCPD for students enrolled in the Academy to explore opportunities for employment with MCPD or other law enforcement and law enforcement agencies.

III. Timeline Overview

Year 1 Tasks:

- Creation of Academy curriculum framework, lessons and resources including weekly plan for guest speakers from a wide range of law enforcement fields, matched to curriculum objectives.
- Communication to parents, students and the broader community about the Academy goals and objectives.
- Promotion of the Academy at all high schools to encourage enrollment.

Year 2 Tasks:

- Implementation of the Academy with a full-time MCPS employee as teacher of record, subject to available budgetary appropriations.
- Evaluation of the Academy to make improvements, consider enhancements and/or expansion of course options.

IV. Roles and Responsibilities

A. Montgomery County Police Department will:

Year 1:

- Provide representatives, including the MCPD Program Contact identified below, to serve on the collaboration work group charged with development of the Academy.
- Share instructional resources including from the Citizens Academy for incorporation into the curriculum materials for the Academy. MCPD represents and warrants that any curriculum or other materials provided to MCPS for purposes of the Academy are the sole and exclusive intellectual property of MCPD or that MCPD is licensed to use, reproduce, and distribute such materials.
- Provide financial support of \$9,500 towards the cost of development of the curriculum framework and resources.
- Provide support in promoting the Academy to parents, students, and the broader community.

Year 2:

- Collaborate with MCPS course instructor to provide appropriate guest speakers, field trip experiences, and/or simulation experiences tied to course objectives.
 - A minimum of two MCPD guest speakers each month will be scheduled. Other non-MCPD speakers may be scheduled for other times. If MCPD supports a field trip experience outside of the school building, this will be considered as one of the two guest speaker engagements for the month.
 - Field trip opportunities will be planned collaboratively between the course instructor and MCPD. MCPD staff will not be used as chaperones, but they will be engaged in providing the learning opportunities and experiences for students.
- Continue to participate in the collaborative workgroup to ensure program goals are met and to explore opportunities to further strengthen the academy through additional partnerships with local agencies and/or post-secondary institutions.
- Provide career exposure opportunities to students throughout the school year as part of course expectations.

- Provide information to be shared with students enrolled in the Academy regarding opportunities for employment with MCPD or other law enforcement and law enforcement agencies.

B. Montgomery County Public Schools will:

Year 1:

- Provide financial support of \$9,500 towards the cost of development of the curriculum framework and resources.
- Recruit and hire a contractor to develop the curriculum framework, instructional materials, and promotional materials for the Academy.
- Lead a collaboration work group charged with development of the Academy, providing appropriate representatives from various MCPS offices, including the MCPS Program Contact identified below.
- Supervise the development of the curriculum framework and instructional materials to ensure course goals are met and meet industry standards for the Academy.
- Promote the Academy to all MCPS high schools to ensure adequate course enrollment.
- Purchase instructional materials necessary for the implementation of the Academy.

Year 2:

- Subject to available budgetary appropriations, recruit and hire a teacher to implement and maintain the Academy that is contemplated to begin in the 2018-2019 school year.
- Provide training as necessary for the teacher hired to implement the Academy.
- Provide classroom space at Edison High School of Technology or an alternative site that is equipped with adequate resources for successful implementation of the Academy.
- Monitor performance of the course instructor and student performance for meeting course objectives.
- Develop and facilitate use of survey instruments to determine success of program academic goals including student and parent satisfaction and opportunities for improvement.
- Continue to lead the collaborative workgroup to ensure program goals are met and to explore opportunities to further strengthen the academy through additional partnerships with local agencies and/or post-secondary institutions.
 - The course instructor and MCPD will meet for planning and program review at least three times each year to ensure course goals are being met and make adjustments as needed. The meetings will be scheduled at a time and place which are convenient for both the instructor and MCPD.
 - Guest speaker topics will be identified in collaboration with MCPD and the course instructor and will be aligned to the content of instruction at the time. A syllabus for the course will be shared with MCPD at least two months prior to the start of the school year for identification of possible speaker topics. Adjustments to topics will be made in coordination with MCPD as needed due to changes in instructional content, pacing of the course, or availability of identified guest speakers.
 - All topics and guest speakers will be confirmed at least three weeks prior to the presentation. MCPD reserves the right to cancel speaking engagements if insufficient notice or unforeseen changes occur less than three weeks before the scheduled presentation.

- o In the event that school is canceled due to a weather or other emergency, the teacher and MCPD will coordinate to either reschedule or cancel the guest speaker. If the presentation is rescheduled, it will occur at a time that the guest speaker is available and may require delaying the presentation at least three weeks.

IV. Program Contacts and Notice

Each Party shall designate a program contact who will be primarily responsible for the planning and implementation of the Law Enforcement and Leadership Academy pursuant to this Agreement.

MCPD Program Contact

Name: Capt. Elizabeth Hattenburg
Title: Director Community Engagement Division
Address 100 Edison Park Drive Gaithersburg, MD 20878
Phone 240-773-6948
Email: Elizabeth.Hattenburg@montgomerycountymd.gov

MCPS Program Contact

Name: Maria Tarasuk
Title. Supervisor, prek-12 Social Studies
Address 850 Hungerford Drive, Suite 253, Rockville, Maryland 20850
Phone 240-453-2459
Email Maria_L_Tarasuk@mcpsmd.org

Each party may change its designated Program Contact by giving written notice to the other Party. All notices required or permitted under this Agreement shall be in writing and shall be deemed effective upon (i) personal delivery; (ii) four business days after being sent by registered or certified mail, return receipt requested, postage prepaid; or (iii) one business day after being sent for next business day delivery, fees prepaid, via a reputable nationwide overnight courier service to the designated contact specified in this Article IV. Either Party may give any notice or other communication hereunder using any other means (including personal delivery, messenger service, telecopy, telex, ordinary mail or electronic mail), but no such notice or other communication shall be deemed to have been duly given unless and until the party for whom it is intended has received it.

V. Termination

Either Party, without prejudice to any right or remedy it may have due to any failure of the Party to perform its obligations under this Agreement, may terminate the Agreement, at its sole discretion, if it determines that it is in the best interests of that Party, upon at least 30 days' prior written notice to the other Party.

VI. Confidentiality and Proprietary Information

MCPS will develop all questionnaires, survey instruments, or any other form of data collection utilized in the Academy, subject to review by the MCPS Office of Shared Accountability and approval by the MCPS chief of staff prior to use as required by MCPS Regulation AFA-RA, *Research and Other Data Collection Activities in Montgomery County Public Schools*.

The Parties shall comply with all federal, state, and local laws, regulations, and ordinances applicable to this project, including but not limited to the requirements of the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g, and its implementing regulations (34 C.F.R. part 99), the Children's Online Privacy Protection Act ("COPPA"), 15 U.S.C. § 6501-6505, and its implementing regulations (16 C.F.R. § 312, et seq.), the Protection of Pupil Rights Amendment, ("PPRA") 20 U.S.C. § 1232(h) and its implementing regulations (34 C.F.R. § 98.1 et seq.), the Maryland Student Privacy Act of 2015, Md. Ed. Code Ann., §4-131, Code of Maryland Regulations (COMAR) 13A.08, as well as applicable Board of Education policies and MCPS regulations, including but not limited to MCPS Regulation AFA-RA, *Research and Other Data Collection Activities in Montgomery County Public Schools*, MCPS Regulation JOA-RA, *Student Records*, and MCPS Regulation JFF-RA, *Federal Requirements for Use of Protected Student Information*.

Access to Confidential Information

Neither party will share confidential information with the other party.

VII. Publicity

No party shall (a) originate any publicity, news release, or other announcement, written or oral, relating to this Agreement; or (b) use any names, trademarks, or logos of the other party without consultation and consent by the other party, except as necessary to perform the services in this Agreement. Violation of this provision is cause for immediate termination of this Agreement.

VIII. Insurance and Indemnification

MCPD, as a Montgomery County agency, and MCPS enjoy statutory immunity and limited liability under Maryland law. The Parties recognize that either Party, through its agents, employees, or assigns, could become liable for any loss, cost, damage, and other expenses, resulting from this Agreement, to the extent permitted by law. The City and MCPS agree that each will be responsible for its own liability for all claims, subject to the requirements and limitations provided by law including Md. Code Ann., Cts. & Jud. Proc. § 5-301, et seq. (2013 Repl. Vol.) (the "LGTC"); and Md. Code Ann. Educ. §4-105, respectively, all as amended from time to time. Nothing herein shall be construed to abrogate, impair, or waive any defense to liability, damages limitation, or governmental immunity that either Party possess under the laws of the State of Maryland, or otherwise. Any cost, expense, obligation, or liability of the City or MCPS arising in any way from this Agreement is subject to, limited by, and contingent upon the appropriation and Public Schools, the Board of Education of Montgomery County, and its officers, officials, employees, agents, and affiliates. The provisions of this paragraph shall survive the expiration or termination of this Agreement.

The Parties each represent and warrant that they have personal liability, property, and casualty insurance or self-insurance sufficient to protect their respective interests and actions under this Agreement.

IX. Compliance with Laws

The Parties agree to comply with all federal and state laws and regulations, as well as all Board of Education policies and MCPS regulations applicable to this MOU, including but not limited to: (i) all requirements prohibiting discrimination against any person based on their actual or perceived personal characteristics, including race, ethnicity, color, ancestry, national origin, religion, immigration status, sex, gender, gender identity, gender expression, sexual orientation, family/parental status, marital status, age, physical or mental disability, poverty and socioeconomic status, or language, or other legally or constitutionally protected attributes or affiliations;; and (ii) requirements regarding the safety and security of students including Maryland laws, which require any entity that enters into an agreement with a county board of education to abide by the following statutes: (a) Section 11-722 of the Criminal Procedures Article, Maryland Annotated Code, which prohibits registered sex offenders from entering upon school property and prohibits contractors from employing registered sex offenders to work on school property, (b) Section 6-113 of the Education Article, Maryland Annotated Code, which prohibits an entity that contracts or subcontracts with a local school system to assign an employee to work on school premises with direct, unsupervised, and uncontrolled access to children if the employee has been convicted of, or pled guilty or nolo contendere to, a crime involving specific sexual offenses, child sexual abuse, and crimes of violence, and (c) Section 5-551 of the Family Law Article, Maryland Annotated Code which requires any contractor or subcontractor of a local school system to ensure that individuals in its work-force undergo a criminal background check, including fingerprinting, if the individuals will work in a school facility in circumstances where they have direct, unsupervised, and uncontrolled access to children. MCPD warrants that it shall not permit any employees to have direct, unsupervised, and uncontrolled access to children in a school facility and will require the same of its contractors, subcontractors, and agents.

X. Assignment

Neither Party shall subcontract, transfer, or assign this MOU, in whole or in part, without the other Party's prior written consent. Any attempt to subcontract, transfer, or assign this MOU, without such consent, shall be null and void.

XI. No Agency

The Parties acknowledge and agree that the relationship between the Parties arising from this Agreement shall not constitute or create any joint venture, employment relationship or franchise between them, and that this Agreement does not make either Party the employee, agent, or legal representative of the other for any purpose whatsoever. In fulfilling its obligations pursuant to this Agreement, each Party shall be acting as an independent contractor, and neither Party shall have the authority to bind the other. None of the provisions of this MOU are intended for the benefit of any third party, and no such third party shall have the right to enforce the provisions of this MOU.

XII. Entire Agreement

This MOU contains the entire agreement between the Parties and, except as otherwise expressly provided, supersedes any prior oral or written agreements, commitments, understandings or communications with respect to its subject matter. Any changes and additions hereto shall not become binding upon any Party unless they are incorporated into a written amendment signed by the Parties. This MOU may be signed in counterparts which, when taken together, shall be treated as one and the same agreement. The Parties agree to accept electronic delivery of hand-signed agreements.

[Signature Page Follows]

IN WITNESS WHEREOF, the Parties hereby enter into this MOU as of the date of last signature below.

Montgomery County Public Schools

By: 

Maria V. Navarro
Chief Academic Officer


3/2/18
Date

By: 

Jack R. Smith
Superintendent of Schools

3/7/18
Date


Form and Legality:



Josh Civin
General Counsel

2/26/18
Date

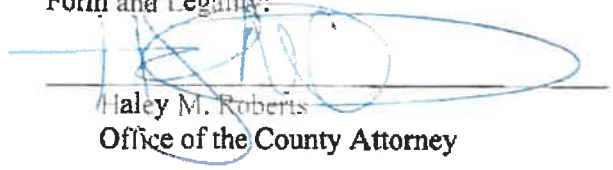
Montgomery County Police Department

By: 

Thomas Manger
Chief of Police

2/9/18
Date

Form and Legality:



Haley M. Roberts
Office of the County Attorney

2/14/18
Date

Is Law Enforcement and Leadership for you?

Is supporting and protecting your community important to you?

Are you a logical thinker who enjoys complex issues and problems?

Do you enjoy TV court room dramas, police investigation, and forensic science?

Are you passionate about justice for all people?



Apply through the Edison High School application process found at:

<http://www.montgomeryschoolsmd.org/schools/edison>



Montgomery County Public Schools

850 Hungerford Drive
Rockville, MD

Phone: (240)-453-2456



Law Enforcement and Leadership





Two Year Program

Law Enforcement And Leadership

Year 1

Law Enforcement

& Leadership

(@ Edison HS)

Semester 1:

Foundations of Law
Enforcement (double period)

Law Enforcement and
Emergency Management A

Semester 2:

Law Enforcement and Emergency
Management B

Administration of Justice
(double period)

Year 2

Capstone options -

(@ home school)

College Course

Guided Research

Internship

Earn 3 credits

towards a Criminal Justice AA at
Montgomery College*

Police Officer
State Trooper
FBI/CIA Agent
Corrections Officer
Private Detective
Emergency Management



Average Police Patrol
Officer Salary Range:
\$50,000 - \$94,000

Applicant Requirements

- Successfully pass a background check
- Ability to volunteer a minimum of 12 hours per week and/or 6 months in the program
- Minimum age requirement of 16 years
- Be a United States citizen or have a valid

Green Card



Our Mission

Volunteers and interns serve with diligence, pride, and dedication. They introduce new ideas and perspectives to the department; a fresh outlook, from civilians that invigorates our workforce.



Montgomery County Department of Police



Are you interested in learning more about the exciting ways you can become involved as an intern or volunteer with the Montgomery County Police Department?

Contact us at:

Address:
Volunteer Resources Section
100 Edison Park Drive
Gaithersburg, MD 20878

Email:
Police.VRS@montgomerycountymd.gov

Phone:
(240) 773-5625

Website:
[www.montgomerycountymd.gov/
pol/volunteer/intern.html](http://www.montgomerycountymd.gov/pol/volunteer/intern.html)

Applications are accepted on a continuing basis

Law Enforcement Apprentice Program (L.E.A.P.) & Volunteers in Policing (V.I.P) Program

Are you interested in:

- Bettering your community?
- Law enforcement?
- Putting your experience and skills to use?
- Earning school credit?
- Majoring in Criminal Justice or a related field?

Find out which of our two exciting programs are right for YOU!

What is our V.I.P Program? (Volunteers In Policing)



Currently, we have a core group of active and highly diverse volunteers and interns.



The Montgomery County Police Department offers a volunteer program for civilians known as the Volunteers In Policing. Volunteers are involved in nearly all aspects of the department's operations from training to patrol work. They work side by side in support of the police officers, command staff, and civilian employees. Their contributions are highly valued and greatly appreciated by the Police Department and the community it serves.

What is our L.E.A.P Internship? (Law Enforcement Apprentice Program)



The Montgomery County Police Department offers an internship program, which aims to enhance the criminal justice and law enforcement curricula of high schools, and universities. The program provides individuals with opportunities to gain career-related experience and receive educational credits for their service.



L.E.A.P & V.I.P Areas of Contribution

- Station Operations
- Records Management
- Crime Prevention & Analysis
- Keeping Seniors Safe Program
- Police Investigations
- Jail Calls
- Traffic
- Patrol
- Trainings
- Media



Trainings Available

- Patrol Procedures
- DUI/DWI Investigations
- Officer Safety
- Traffic Laws
- Narcotics
- SWAT
- K-9
- Forensics
- Homicide
- Defensive Training
- Community Policing



Montgomery College 911 Dispatch Academy

The 911 Dispatcher Academy is a 60-hour workplace development course offered at Montgomery College. This course will enable the student to recognize the need for fire, medical or police responses to 911 calls. The student will learn the role the 911 Telecommunicator plays in applying the principles, practices and standards of care when servicing 911 calls as well as learning the roles and responsibilities of the 911 emergency call taker. Included in this course is preparation for the Basic Emergency Telecommunicator Certification (ETC) and Exam. The exam is taken on the last day of the third week of class.

- This 911 Dispatch Academy includes topics such as:
 - The Basic Emergency Telecommunicator Course and Exam
 - Suicide Caller/Intervention Techniques/Stress Management
 - Domestic Violence/Excited Delirium
 - Customer Service for 911 Professionals/Skills & Abilities Required Active Assailant (Shooter)

The first course started in July 2019 and was hosted at the Gaithersburg Business Training Center during the evening. The cost of the course is \$970. This course provides exposure and initial state mandated certificate to students, but all potential public safety communication specialists will have to go through hiring process and training.

Allocated Positions: Maximum class size and class offering is dependent upon Montgomery College

Annual Costs: No cost to MCPD

Support Staff Requirement: None. Montgomery College hired adjunct instructors for the course.

Recommendations:

The goal would be for the college to grow this into a for credit program with potential for AA degree. There is also an opportunity for tuition reimbursement through the State 9-1-1 Trust Fund based on Carl Henn's Law. Maryland State 9-1-1 Board still needs to act to set up procedures and processes around the law.

Proponent Unit: Communication Division

Links:

<https://www.montgomerycollege.edu/workforce-development-continuing-education/transportation-safety/911-dispatch-academy.html>

Attachments:

911 Dispatch Academy Brochure

TRANSPORTATION SAFETY INSTITUTE

911 Dispatch Academy



This career pathway sequence of courses will enable you to apply for the Public Safety Emergency Communication Specialist position. Each course is designed to qualify you to recognize the need for fire, medical and police responses to 9-1-1 calls. Recognize the role the 911 Telecommunicator plays in applying the principles, practices and standards of care as well as the roles and responsibilities of the 911 emergency call taker.

Recommended 911 Dispatch Academy Course Sequence:

- | | |
|---|--|
| 1. 911 Dispatch Academy (60 hours) | September 10, 2019 through October 12, 2019
Tuesdays and Thursdays 6:00pm-9:00pm and
Saturdays 9:00am-3:00pm
Course # SFT 087
\$800 + \$170 fee = \$970 |
|---|--|

This 60 hour Academy includes topics such as:

- **The Basic Emergency Telecommunicator Course and Exam**
- **Suicide Caller/Intervention Techniques/Stress Management**
- **Domestic Violence/Excited Delirium**
- **Customer Service for 911 Professionals/Skills & Abilities Required**
- **Active Assailant (Shooter)**

- | | |
|---|----------------------|
| 2. Cardiopulmonary Resuscitation (CPR) Certification | November 2019 |
| 3. Emergency Medical Dispatcher (EMD) Certification | November 2019 |
| 4. Emergency Fire Dispatcher (EFD) Certification | November 2019 |
| 5. Emergency Police Dispatcher (EPD) Certification | November 2019 |



Public Safety Institute

911 Dispatch Academy

This career pathway sequence of courses will enable you to apply for the Public Safety Emergency Communication Specialist position.

Recognize the roles and responsibilities the 911 Telecommunicator plays in applying the principles, practices, and standards of care when servicing 911 calls. Learn and recognize the difference in fire, medical, or police responses to 911 calls.

Part 1: 911 Dispatch Academy

Course: SFT087 CRN#: 25475
Rockville Campus 9/10–10/12
6–9 p.m. Tues. & Thur. and 9 a.m.–3:30 p.m. Sat.

\$800 + \$170 fee = \$970; NMR add \$400 ▲

Includes Emergency Telecommunication Course and Exam.

▲ *TIP Plan: Students may be allowed to pay registration charges in several payments; some restrictions apply.*

Part 3: Emergency Medical Dispatch*

Course: SFT106 CRN#: 25808
Rockville Campus 11/6–11/7
8:00 a.m.–5:00 p.m.

\$340 + \$10 fee = \$350; NMR add \$160

Required Prerequisite: CPR

Part 5: Emergency Police Dispatch*

Course: SFT108 CRN#: 2581
Rockville Campus 11/13–11/14
8:00 a.m.–5:00 p.m.

\$340 + \$10 fee = \$350; NMR add \$160

**Provided in Partnership with
The International Academics of Police Dispatch*

Part 2: CPR / AED

Course: CPR084 CRN#: 25503
GBTC 11/4
4:30–8:30 p.m.

\$62 + \$25 fee = \$87; NMR add \$50

GBTC represents the Gaithersburg Business Training Center.

Part 4: Emergency Fire Dispatch*

Course: SFT107 CRN#: 25809
Rockville Campus 11/11–11/12
8:00 a.m.–5:00 p.m.

For more information, please contact
Sharon Maxwell at 240-567-2589 or
e-mail: sharon.maxwell@montgomerycollege.edu.



MCFRS Cadet Program

— Briefing for Public Safety Committee —
December 2019

Background

On 10-29-19 the Public Safety Committee requested a briefing on public safety feeder programs. The MCFRS Cadet program is a joint program between MCFRS and MCPS that allows the students to spend a part of their school day at the PSTA. This is a two-year program for juniors and seniors. Successful candidates become certified as firefighters in the first year and as emergency medical technicians in the second year.

Cost to Department

- 1) Costs to your department
- 2) Staff required from your department
- 3) Which schools participate
- 4) How programs function as a career ladder
- 5) What students learn
- 6) What is still needed to apply to your respective departments
- 7) Current challenges (e.g. bus transportation from participating schools, budget, overtime considerations, etc.)
- 8) Desired program expansions

Cost & Staffing

As part of the agreement with MCPS MCFRS is reimbursed for the cost of one Fire/Rescue Lieutenant's positions, approx. \$151,000. MCFRS absorbs the cost of adjunct instructors for the program.

MCFRS dedicates one full time instructor for the program and uses adjunct instructors as needed, mostly on overtime.

An MCVFRA grant offsets additional cost. About \$60k /SY

Participating Schools

- Magruder HS
- Rockville HS
- Walt Whitman HS
- Sherwood HS
- Gaithersburg HS
- Seneca Valley HS
- Northwest HS
- Damascus HS
- Clarksburg HS
- Watkins Mill HS

1st year [2018-2019 SY] MCPS limited to only 9 high schools

2nd year [2019-2020 SY] MCPS opened enrollment up to more schools

Participating Schools cont...

- Ten schools feed the program. Eight use MCPS Buses.
 - For the two non bus schools transportation is left to the parents. :
 - Walt Whitman HS - 2 Juniors - Parents transport to Rockville HS to catch the bus there
 - Sherwood HS - 1 Junior
 - The down county schools present a challenge with getting transportation to the PSTA AND getting the students back to school in time for dismissal.
-

What Students Learn

HS Juniors

PPE / SCBA

Hazardous Materials

Operations Course

Firefighter 1 and 2

NIMS 100, 200, 700, 800

CPR

Radio, MDC, ePCR training

HS Seniors

EMT

Elite Software training

TECC

Hospital Emergency Room

Observations

Ambulance Internship

Career Ladder

Currently cadet participants are free to apply during normal application periods but they do not receive preferential treatment during the hiring process.

While LFRD membership is not required for the program many of the cadets are also volunteers in the County

Current Challenges

- There are no plans for expansion.



What Next?

Look for more information to designate interest in the Fall. Candidates who are selected will attend an Orientation this spring, and will be required to complete a Physical, a Background Check, and a Fitting Session over the summer.

From the Cadets:

"...not to give up and always try. It's going to be challenging but at the end of the day you'll love it."

"...the unknown has been one of the things that has kept me in the program. You never know what kind of call you're going to get."

"Some advice for future cadets: this is a very demanding program. Only take this if you are ready to be committed to working every day."



Questions?

MCFR Contact: Lt. Richard Tatum

Richard.Tatum@montgomerycountymd.gov

MCPS Contact: Ms. Kirsten Jackson

Kirsten_N_Jackson@mcpsmd.org

Montgomery County

Fire and Rescue Service

&

Public Schools



Fire Science and Rescue Program

Junior Year

- PPE and SCBA
- HazMat Ops
- Firefighter 1
- Firefighter 2



Senior Year

Emergency Medical
Technician

College Credits

Up to 15 credits may be
awarded

Time and Location

The program runs on all full
school days and is held at
the Public Safety Training
Academy:

1130 — 1400

8751 Snouffer School Rd

Gaithersburg



Career Paths

- Fire Department
- Emergency Medical Services
- Emergency Management
- Fire Protection Engineer
- Paramedicine and Pre-Health
Industrial Safety Officer



Eligibility

All Juniors 16 y/o or older are eligible for the program. Seniors are eligible to participate in EMT, if space is available.

Transportation

MCPS will provide transportation from: Clarksburg, Gaithersburg, Watkins Mill, Damascus, Magruder, Northwest, Rockville and Seneca Valley. Students from other schools must provide their own transportation.



Expectations

This program is fast paced, and extremely physically and mentally demanding. Students are expected to work as part of a disciplined team during high stress situations while tackling a college level course load.

Do you have what it takes?