

# Iowa Department of Corrections

## Staff Development and Training

Introductory comments:

- Corrections statewide training delivery is structured to include centralized, regionalized, local, and technology based delivery options.
- Many courses are offered locally by Academy and institution or district staff, and via ICN to reduce travel and overtime expenses.
- Training audiences includes both institution and community corrections personnel and are a mix of security, program and support staff.
- Some corrections topics listed below (see \*) share some basic concepts with what might be taught to law enforcement personnel.
- Corrections personnel are not sworn law enforcement personnel and certification standards therefore differ.
- The corrections training program is transitioning to a competency- based format.
- Training delivery is limited by available training facilities, training staff, and costs related to overtime and replacement costs for staff attending classes.

### Common topics

### Corrections topics

#### Introductory new employee / recruit level

Taught locally at correctional facility:

Workplace safety – OSHA  
First Aid / CPR

Facility orientation  
Emergency preparedness  
Counselor Core:  
LSIR  
Case planning  
Firearms certification\*  
Chemical munitions/  
Less lethal  
certification\*

Taught at centralized Pre Service:

Introduction to the criminal justice system  
Courtroom procedures / testimony  
Blood born pathogens/ universal precautions  
Interview /interrogation  
Interpersonal/ communication skills

Offender health issues  
Offender management  
Correcting behavior  
Search procedures\*  
Toolbox skills

Victim issues-restorative justice  
Wellness/fitness  
Diversity /human relations  
Sexual harassment

Use of force\*  
Investigation techniques\*  
Restraints\*  
Criminal thinking  
Transport procedures\*  
Cognitive restructuring  
Professional & technical  
report writing  
Special needs offenders  
Radio communication\*  
Substance abuse  
Basic security procedures  
Personal safety\*  
Control/ compliance  
techniques\*  
Classification  
Stages of change  
Female offenders  
What works  
Colors  
Ethics\*  
Correctional Legal issues  
Security threat groups /  
gangs\*  
Locking systems/key  
control  
Contraband control

#### In service topics

Defensive driving  
Domestic violence  
Cultural awareness  
Basic Spanish  
Crisis intervention  
Team building

Motivational interviewing  
Case planning  
CALM- anger  
Criminal thinking  
Cognitive programming  
Mental health issues/  
recognition  
Emergency preparedness  
ICON  
Establishing professional  
boundaries  
Workplace communication  
Security issues  
Policy / procedure updates

Crowd control  
Chemical agent re-cert\*  
Firearm re-cert\*  
Baton\*

Specialty squads / Specialty topics

Canine\*  
Emergency response  
Hostage negotiation\*  
CERT  
Public Information / media\*  
Riot control\*  
Ion Scan /drug detection  
devices& procedures  
Batters Education  
Sex Offender programs  
Therapeutic community  
Unit management  
Medical personnel  
Substance abuse  
Certification  
ALJ training  
Security Threat Groups  
Supervisor case audits

Instructor level

Field training officer  
Instructor development

CERT Instructor  
Baton\*  
Firearms\*  
Chemical munitions / less  
lethal\*  
Personal safety\*

Management / supervisory

Primarily rely on IDOP courses  
Affirmative action

Leadership

Mentoring  
Concepts and styles of leadership  
Strategic planning