



Northwest Illinois Criminal Justice Commission

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Mobile Team Unit #1 is funded in partnership with the Illinois Law Enforcement Training & Standards Board

The Academy™-Police Supervisor Training

DATE: October 19-23, 2026

Registration Ends: October 1, 2026

TIME: 8:00 AM—4:00 PM 40 Hours

LOCATION: NITAB, 527 Colman Center Dr., Rockford, IL

INSTRUCTOR: Al Bello

*****Please bring a laptop to class*****

PURPOSE OF COURSE: This 40-hour course aims to provide police supervisors with a comprehensive, multi-faceted training program that encompasses adaptive leadership, critical incident response, effective report approval, and performance evaluation skills. This program aims to foster a culture of adaptability, accountability, and professionalism in law enforcement leadership, enhancing their capacity to manage personnel, respond to critical incidents, and promote community trust through excellence in supervision.

COURSE OVERVIEW: The Academy™ is a meticulously designed 40-hour course aimed at equipping new police supervisors with a holistic and dynamic set of skills required for effective leadership in the law enforcement context. This program synthesizes over two decades of military leadership experience, modern policing strategies, critical incident management, advanced communication techniques, and organizational psychology into a cohesive and impactful training curriculum.

Foundational Leadership and Adaptive Strategies:

Drawing from the extensive military background of the instructors, the course begins by instilling foundational leadership skills and an adaptive mindset. Supervisors are trained to navigate complex and changing environments, applying lessons from military leadership to police supervision. This includes understanding the principles of adaptive leadership, self-assessment for continuous improvement, and strategies for fostering adaptability among teams.

Critical Incident Command and Response:

Building on the basics of FEMA's Incident Command System (ICS) levels 100 and 200, The Academy™ delves deeper into the roles and responsibilities of police leaders during critical incidents. Through tabletop exercises and immersive scenarios, participants will practice acting out command roles, coordinating multi-agency responses, and making swift, informed decisions under pressure. The curriculum emphasizes a systematic approach to crisis management, aiming to enhance the supervisors' capabilities in leading effective and coordinated efforts during emergencies.

Advanced Police Report Review:

Recognizing the importance of documentation and communication in law enforcement, the course introduces the Gap-Free Narrative™ system for report review and approval. Developed by doctoral candidates and a Dr. in Strategic Security, this method provides a

Mobile Team In-service Training Unit #1 (ASSIST) Program

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standardized, defensible approach to reviewing and identifying comprehensive and clear police narratives. Supervisors will learn to analyze and construct reports that withstand scrutiny and effectively communicate the nuances of incidents.

Performance Evaluations and Mentoring (PEMLE):

The program addresses the critical need for continuous professional development and accountability through the Performance Evaluations and Mentoring for Law Enforcement (PEMLE) system. It focuses on fostering a culture of fairness, objectivity, and constructive feedback in performance evaluations. Supervisors will be trained on developing and conducting evaluations that promote career development, officer wellness, and community trust. The curriculum covers legal and ethical considerations, creating unbiased rating systems, and the importance of mentorship in shaping the next generation of law enforcement officers.

Practical Application and Continuous Learning:

Throughout The Academy™, participants will engage in a variety of learning methods, including interactive workshops, case studies, role-playing, and practical exercises. The course is designed to be immersive and experiential, ensuring that supervisors not only learn theoretical concepts but also apply them in simulated real-world scenarios. By the end of the program, participants will have a comprehensive toolkit of leadership, management, and communication skills, ready to be applied in their daily roles as supervisors in law enforcement agencies.

The Academy™ aims to transform new police supervisors into well-rounded, adaptive, and effective leaders. By addressing leadership, critical response, communication, and professional development comprehensively, the course prepares supervisors to meet the challenges of modern policing with confidence and competence. It's a forward-thinking program designed to empower leaders to make a positive and lasting impact on their teams and the communities they serve.

COURSE GOALS:

- To instill an adaptive leadership mindset capable of facing modern policing challenges.
- To familiarize supervisors with ICS and effective critical incident management.
- To enhance report review skills using the Gap-Free Narrative™ system for defensible police reports in court.
- To improve performance evaluation processes and mentorship within law enforcement agencies.
- To promote officer wellness, accountability, and community trust through structured supervisory practices.

This course has been certified by the ILETSB and approved to meet the following mandates:

- Procedural Justice - 20.25 hours
- Officer Wellness/Mental Health - 1.75 hours
- Cultural Competency - 1.50 hours
- Constitutional Use of LE Authority - .50 hours
- Civil Rights - .50 hours

REGISTRATION:

All registrations are received on the [MTU#1 website](#). Find Registration instructions [here](#)

Partial funding provided by the Illinois Law Enforcement Training and Standards Board.

THIS IS NOT A PUBLIC MEETING